DOCUMENT RESUME

ED 402 943 IR 056 244

AUTHOR Kyrillidou, Martha, Ed.; Maxwell, Kimberly A., Ed.
TITLE ARL Annual Salary Survey, 1996-97.
INSTITUTION Association of Research Libraries, Washington, D.C.
REPORT NO ISSN-0361-5669
PUB DATE 96
NOTE 92p.; For the 1995 survey, see ED 390 450.
AVAILABLE FROM Association of Research Libraries, 21 Dupont Circle, Suite 800, Washington, DC 20036 (ARL members: $35/year, plus $6 shipping and handling; nonmembers: $65/year, plus $6 shipping and handling).
PUB TYPE Statistical Data (110) -- Reports - Descriptive (141) -- Tests/Evaluation Instruments (160)

EDRS PRICE MF01/PC04 Plus Postage.
DESCRIPTORS *Academic Libraries; Employment Experience; Foreign Countries; Geographic Regions; Higher Education; Law Libraries; *Librarians; Library Surveys; Medical Libraries; Minority Groups; *Professional Personnel; Research Libraries; *Salaries; Tables (Data)
IDENTIFIERS *Association of Research Libraries; Canada; United States

ABSTRACT

Salary and related data are reported for 8,325 professional staff members in the 109 Association of Research Libraries (ARL) member university libraries, including law and medical libraries. Salary and related data for the 11 non-university ARL member libraries are reported for 3,799 professional staff members. Summarized in 42 tables, the data includes: distribution by salary level; salary trends in ARL nonuniversity libraries; filled positions; average, median, and beginning professional salaries; average years of professional experience; beginning professional salaries for fiscal years 1995-96 and 1996-97; median professional salaries for fiscal years 1995-96 and 1996-97; average professional salaries for fiscal years 1995-96 and 1996-97; average, median, and beginning professional salaries for fiscal years 1993-94 to 1996-97; salary trends in ARL university libraries; distribution of professional staff by salary, sex, and position; number, average salaries, and average years of experience of minority and non-minority librarians by position, sex, and years of experience; number and average salaries of librarians by years of experience, type of institution, size of professional staff, and geographic region; and university libraries by geographical region. Categories of salary information by library type include: ARL non-university libraries (2 tables); ARL university libraries (21 tables); Canadian ARL university libraries (4 tables); ARL university medical libraries (7 tables); and ARL university law libraries (7 tables). Copies of the university and non-university library questionnaires are provided. (SWC)

ARL Annual Salary Survey

Association of Research Libraries

ISSN 0361-5669

1996-97

ED 402 943

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☐ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

C.A. Mandel

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

IR056244

BEST COPY AVAILABLE

ARL Annual Salary Survey 1996-97

Compiled and Edited by

Martha Kyrillidou
Kimberly A. Maxwell

Association of Research Libraries
Washington, DC
1996

ARL Annual Salary Survey is published by

Association of Research Libraries
21 Dupont Circle, Suite 800
Washington, DC 20036
telephone: (202) 296-2296
fax: (202) 872-0884
email: pubs@cni.org

Price: ARL Members $35/year, plus $6 shipping and handling
Nonmembers $65/year, plus $6 shipping and handling

Custom reports based on the Salary Survey data are also available.
Contact the ARL Statistics and Measurement Program Officer for further information.

Visit the ARL Statistics and Measurement Program online at
http://arl.cni.org/stats/Statistics/stat.html

ISSN: 0361-5669

© Copyright Notice

The compilation is copyrighted by the Association of Research Libraries. Blanket permission is granted to reproduce and distribute copies of this work for nonprofit educational or library purposes, provided that the author, source, and copyright notice are included on each copy. This permission is in addition to rights of reproduction granted under Sections 107, 108, and other provisions of the U.S. Copyright Act.

The paper used in this publication meets the minimum requirements of American National Standard for Information Sciences -- Permanence of Paper for Printed Library Materials, ANSI Z39.48-1992.

Printed in the United States of America

TABLE OF CONTENTS

Page

INTRODUCTION 7

SALARY LEVELS FOR STAFF IN ARL LIBRARIES

Table 1: Distribution by Salary Level 15

ARL NONUNIVERSITY LIBRARIES

Table 2: Median and Beginning Professional Salaries in ARL Nonuniversity Libraries 18

Table 3: Salary Trends in ARL Nonuniversity Libraries 19

ARL UNIVERSITY LIBRARIES

Table 4: Filled Positions; Average, Median and Beginning Professional Salaries; Average Years of Professional Experience in ARL University Libraries, FY 1996-97 22

Table 5: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1995-96 24

Table 6: Beginning Professional Salaries in ARL University Libraries; Rank Order Table, FY 1996-97 25

Table 7: Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1995-96 26

Table 8: Median Professional Salaries in ARL University Libraries; Rank Order Table, FY 1996-97 27

Table 9: Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1995-96 28

Table 10: Average Professional Salaries in ARL University Libraries; Rank Order Table, FY 1996-97 29

Table 11: Average, Median, and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings, FYs 1993-94 to 1996-97 30

Table 12: Salary Trends in ARL University Libraries 33

Table 13: Distribution of Professional Staff in ARL University Libraries by Salary and Position, FY 1996-97 34

Table 14: Distribution of Professional Staff in ARL University Libraries by Salary, Sex, and Position, FY 1996-97 35

Table 15: Number and Average Salaries of ARL University Librarians by Position and Sex, FY 1996-97 36

Table 16: Number and Average Salaries of Minority U.S. ARL University Librarians by Position and Sex, FY 1996-97 37

Table 17: Number and Average Years of Experience of ARL University Librarians by Position and Sex, FY 1996-97 38

Table 18: Number and Average Years of Experience of Minority U.S. ARL University Librarians by Position and Sex, FY 1996-97 39

Table 19: Number and Average Salaries of ARL University Librarians by Years of Experience, FY 1996-97 40

Table 20: Number and Average Salaries of Minority U.S. ARL University Librarians by Years of Experience, FY 1996-97 40

Table 21: Average Salaries of ARL University Librarians by Years of Experience, FY 1996-97 41

Table 22: Number and Average Salaries of ARL University Librarians by Type of Institution, FY 1996-97 42

Table 23: Number and Average Salaries of ARL University Librarians by Size of Professional Staff, FY 1996-97 43

Table 24: Average Salaries of ARL University Librarians by Geographic Region, FY 1996-97 44

ARL University Libraries by Geographic Region 45

CANADIAN ARL UNIVERSITY LIBRARIES

Table 25: Filled Positions; Average, Median, and Beginning Professional Salaries; Average Years of Professional Experience in Canadian ARL University Libraries, FY 1996-97 49

Table 26: Number and Average Salaries of Canadian ARL University Librarians by Position and Sex, FY 1996-97 50

Table 27: Number and Average Years of Experience of Canadian ARL University Librarians by Position and Sex, FY 1996-97 51

Table 28: Number and Average Salaries of Canadian ARL University Librarians by Years of Experience, FY 1996-97 52

ARL UNIVERSITY MEDICAL LIBRARIES

Table 29: Filled Positions; Average, Median, and Beginning Professional Salaries; Average Years of Professional Experience in ARL University Medical Libraries, FY 1996-97 54

Table 30: Beginning Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1996-97 56

Table 31: Median Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1996-97 57

Table 32: Average Professional Salaries in ARL University Medical Libraries; Rank Order Table, FY 1996-97 58

Table 33: Number and Average Salaries of ARL University Medical Librarians by Position and Sex, FY 1996-97 59

Table 34: Number and Average Years of Experience of ARL University Medical Librarians by Position and Sex, FY 1996-97 60

Table 35: Number and Average Salaries of ARL University Medical Librarians by Years of Experience and Sex, FY 1996-97 61

ARL UNIVERSITY LAW LIBRARIES

Table 36: Filled Positions; Average, Median, and Beginning Professional Salaries; Average Years of Experience in ARL University Law Libraries, FY 1996-97 64

Table 37: Beginning Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1996-97 66

Table 38: Median Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1996-97 67

Table 39: Average Professional Salaries in ARL University Law Libraries; Rank Order Table, FY 1996-97 68

Table 40: Number and Average Salaries of ARL University Law Librarians by Position and Sex, FY 1996-97 69

Table 41: Number and Average Years of Experience of ARL University Law Librarians by Position and Sex, FY 1996-97 70

Table 42: Number and Average Salaries of ARL University Law Librarians by Years of Experience and Sex, FY 1996-97 71

ARL SALARY SURVEY 1996-97

University Library Questionnaire and Instructions 74

Nonuniversity Library Questionnaire and Instructions 83

FOOTNOTES 86

INTRODUCTION

ARL Annual Salary Survey 1996-97 reports salary data for all professional staff working in ARL libraries. The Association of Research Libraries (ARL) represents the interests of 120 libraries that serve major North American research institutions. The Association operates as a forum for the exchange of ideas and as an agent for collective action to influence forces affecting the ability of these libraries to meet the future needs of scholarship. The ARL Statistics and Measurement Program, which produces *ARL Annual Salary Survey*, is organized around collecting, analyzing, and distributing quantifiable information describing the characteristics of research libraries. *ARL Annual Salary Survey* is the most comprehensive and thorough guide to current salaries in large U.S. and Canadian academic and research libraries, and is a valuable management and research tool that describes salaries for librarians.

Data for 8,325 professional staff members were reported this year for the 109 ARL university libraries, including their law and medical libraries (766 staff members reported by 65 medical libraries and 637 staff members reported by 70 law libraries). For the 11 nonuniversity ARL members, data were reported for 3,799 professional staff members. For the first time the report includes data from Ohio University, whose library became an ARL member in 1996.

This year's publication follows the general format of previous years. Most tables show Canadian salaries converted into U.S. dollar equivalents at the rate of 1.3613 Canadian dollars per U.S. dollar.[1] Tables 25 through 28, however, pertain exclusively to staff in Canadian university libraries, and salary data are expressed in Canadian dollars.

There were 853 minority professional staff reported in 96 U.S. university member libraries, including law and medical, eleven more than last year. Six minorities were added because of the inclusion of Ohio University. Note that the data for minority professionals comes only from the U.S. university member libraries; Canadian law prohibits the identification of Canadians by ethnic category. In the tables that follow, the university population is generally treated in three distinct groups: staff in the "general" library system, staff in the university medical libraries, and staff in the university law libraries. All branch libraries for which data were received, other than law and medical, are included in the "general" category, whether or not those libraries are administratively independent.

Overall, minority staff make up 11.28% of the professional staff in U.S. university libraries (including law and medical). Specifically, Asians/Pacific Islanders comprise 5.2%, Blacks comprise 3.7%, Hispanics 2.2%, and American Indian/Native Alaskan comprise .2%.

---

[1] This is the average monthly noon exchange rate published in the Bank of Canada *Review* for the period July 1995-June 1996.

Graph 1

Ethnicity / Race of Professional Staff in U.S. ARL University Libraries, 1996-97

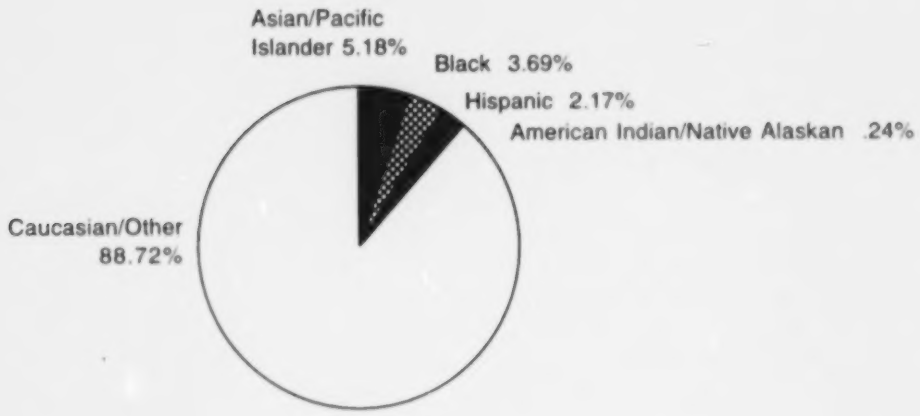


Figure 1

ETHNIC AND SEX DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES FY 1996-97

United States

	Female	Percent	Male	Percent	Total
Main	3,942	63.00%	2,319	37.00%	6,261
Medical	521	74.40%	179	25.60%	700
Law	402	67.00%	198	33.00%	600
Minority[2]	620	72.70%	233	27.30%	853
Non-minority	4,245	63.30%	2,463	36.70%	6,708
All	4,865	64.30%	2,696	35.70%	7,561

Canada

	Female	Percent	Male	Percent	Total
Main	436	66.00%	225	34.00%	661
Medical	56	84.80%	10	15.20%	66
Law	21	56.80%	16	43.20%	37
All	513	67.10%	251	32.90%	764

United States and Canada (Combined)

	Female	Percent	Male	Percent	Total
Main	4,378	63.20%	2,544	36.80%	6,922
Medical	577	75.30%	189	24.70%	766
Law	423	66.40%	214	33.60%	637
All	5,378	64.60%	2,947	35.40%	8,325

[2] Includes staff in medical and law libraries

Women comprise 72.7% of staff in the four ethnic/racial groups that comprise minority staff, as compared to 63.3% for Caucasian/Other women in all U.S. university member libraries. The overall gender balance in the 109 Canadian and U.S. university libraries (including law and medical) is 35.7% male and 64.3% female. See Figures 1, above, and Figure 3, below, for more detail on ethnic distribution.

Figure 2

SALARY DIFFERENTIALS FOR MEN AND WOMEN FROM FY 1980-81 AND FY 1996-97
(reporting data for 98 ARL university libraries)

	1980-81					1996-97					
	Women		Men		Women's salaries as a percent of Men's salaries	Women		Men		Women's salaries as a percent of Men's salaries	Women's gains or losses in salaries
	Average	N	Average	N		Average	N	Average	N		
Job Category											
Director [3]	$44,872	13	$48,128	71	93%	$112,768	39	$113,643	59	99%	6%
Associate Director	34,251	37	37,001	78	93%	71,101	137	73,229	89	97%	4%
Assistant Director	28,975	91	31,776	112	91%	61,506	149	67,923	111	91%	0%
Head, Medical	33,941	24	36,752	22	92%	86,407	28	90,089	23	96%	4%
Head, Law	36,839	13	40,248	31	92%	101,639	27	107,144	35	95%	3%
Head, Branch	22,671	345	24,946	210	91%	49,856	353	54,979	198	91%	0%
Functional Specialist	20,218	158	22,212	175	91%	41,559	461	41,903	396	99%	8%
Subject Specialist	21,034	490	21,820	401	96%	44,585	427	47,370	352	94%	-2%
Head, Acquisitions	N/A	N/A	N/A	N/A	N/A	46,921	100	49,132	34	95%	N/A
Head, Reference	22,956	94	24,257	38	95%	49,872	125	50,792	52	98%	3%
Head, Cataloging	23,659	105	24,315	31	97%	49,159	146	51,227	42	96%	-1%
Head, Serials	21,557	56	21,768	21	99%	44,600	39	52,031	12	86%	-13%
Head, Documents	21,830	68	21,293	41	103%	46,790	65	46,095	40	102%	-1%
Head, Circulation	20,942	48	20,731	49	101%	44,764	87	43,306	29	103%	2%
Head, Rare books	21,979	35	27,138	63	81%	49,243	45	57,853	61	85%	4%
Head, Computer Systems	N/A	N/A	N/A	N/A	N/A	54,950	37	51,213	60	107%	N/A
Head, Other	21,725	373	23,981	278	91%	47,766	451	49,396	243	97%	6%
Public Services	18,004	1,085	18,950	450	95%	37,578	172	39,342	74	96%	1%
Technical Services	18,163	991	18,668	415	97%	41,746	139	39,612	44	105%	8%
Administration	20,249	40	21,148	28	96%	43,657	88	46,132	30	95%	-1%
Reference Librarian	N/A	N/A	N/A	N/A	N/A	38,749	1,222	39,341	471	98%	N/A
Cataloger	N/A	N/A	N/A	N/A	N/A	39,838	654	39,117	266	102%	N/A
TOTAL	**$20,329**	**4,066**	**$23,492**	**2,514**	**87%**	**$45,351**	**4,991**	**$49,431**	**2,721**	**92%**	**5%**

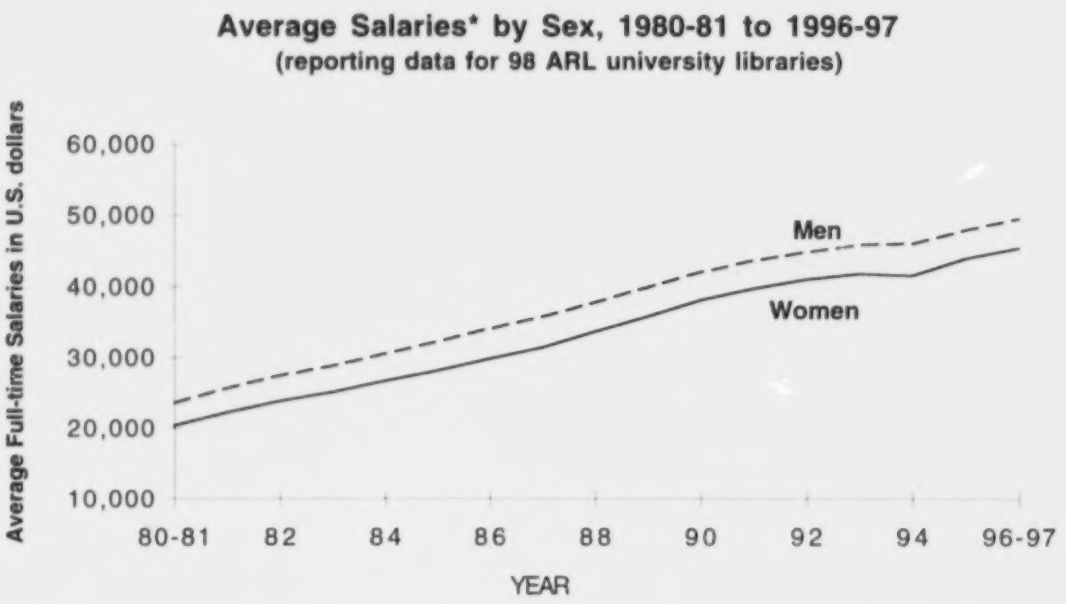
[3] The number of directors in 1980-81 is 84 instead of 98 because some positions were vacant and some directors did not report their salaries in the early years.

BEST COPY AVAILABLE

Many readers have inquired about evidence of gender-based salary differentials. Data on salary comparisons for directors also are frequently requested. It is perhaps noteworthy that the average salary for female directors in university libraries is slightly higher than the average salary for male directors (see Table 15) this year.[4]

Examining salary data over a sixteen-year period, from FY 1980-81 to FY 1996-97, we can see that women have gradually closed the earnings gap across different job categories. In eleven job categories, women decreased the apparent earnings differential; in six job categories, the earnings differential increased. Overall, women earned 87% of men's salaries in 1980 but 92% of men's salaries in 1996 (see Figure 2. Graph 2 shows the average salaries for men and women over the last sixteen years. The drop in the unadjusted salaries in FY 1994-95 was experienced by both groups, so salaries for both men and women in ARL libraries follow similar trends.

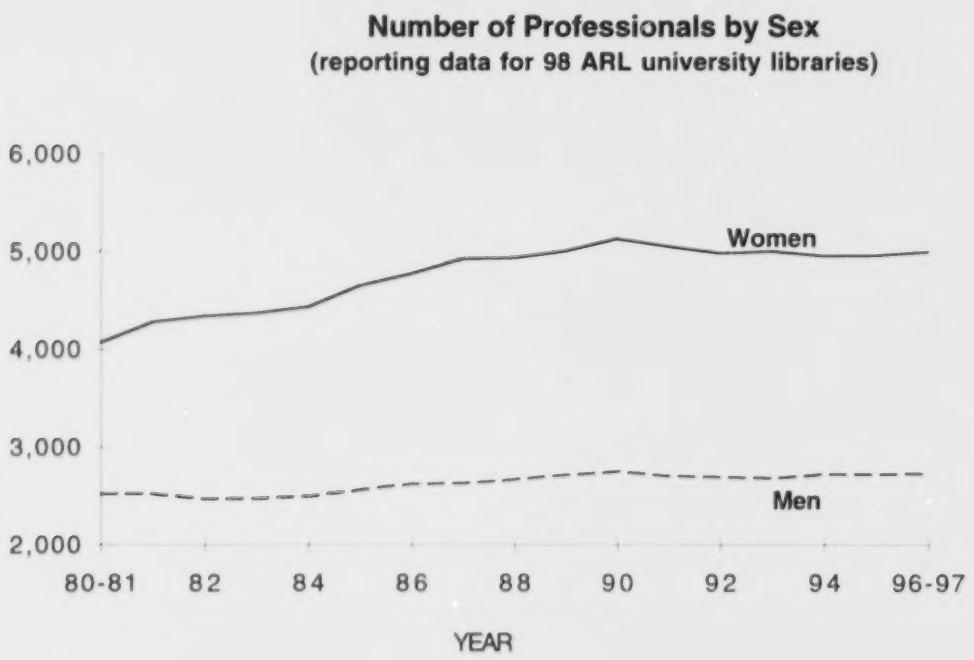
Graph 2



[4] Figure 2 shows slightly different numbers because it describes only 98 libraries. Table 15 describes 109 libraries.

There is an extensive literature regarding the reasons earnings differentials persist. One of the reasons that has been identified repeatedly as contributing to the earnings differential between men and women is the fact that librarianship is predominantly a woman's profession and, consequently, is undervalued for a variety of historical and social reasons. The scarcity of men in the profession is probably one of the reasons that their salaries tend to be slightly higher than those of women. Furthermore, in 1980 there were more professional men (38.2%) compared to 1996 (35.2%). Graph 3 shows the number of professionals by sex over the last sixteen years. One can detect there that although both the number of women and men professionals increased slightly, the number of women increased somewhat faster than men.

Graph 3



Looking at the 1996-97 data, as Table 15 demonstrates, average salaries for men in most cases surpass those of women in the same job category. For only eleven categories (of the twenty-seven used in the Tables) do average salaries of women exceed those of men. Moreover, the *overall* average for all positions shows that the average salary for men is almost 8% higher than the average salary for women. Table 17 provides average years of professional experience for many of the same staffing categories for which salary data are shown in Table 15. An inspection of data in Table 17 reveals that experience differentials between men and women

cannot account fully for all of the salary differentials evident in Table 15. Table 19 further reveals that the average salary for men is consistently higher than the average salary for women in every one of the experience cohorts. With some exceptions, this pattern is also repeated for minority librarians (see Table 20). Table 20 shows that minority women are paid more compared to minority men if they have fewer than seven years experience. In many cases, the opposite is true if they have more than seven years experience.

Minority professional staff continue to be disproportionately distributed across the U.S. In Figure 3, above, one can compare the number of minority staff with other staff, region by region. These patterns of distribution have been relatively stable for the entire history of the ARL data collection experience.

Figure 3

**MINORITY PROFESSIONALS BY REGION (U.S.)
IN ARL UNIVERSITY LIBRARIES FY 1996-97**

Category	New England	Middle Atlantic	E North Central	W North Central	South Atlantic	East S Central	West S Central	Mountain	Pacific	TOTAL	%
Black	16	47	59	19	82	14	11	7	24	279	32.7%
Hispanic	26	19	13	5	24		18	20	39	164	19.2%
Asian	24	71	77	15	52	5	19	21	108	392	46.0%
AI/NA[5]	5	3	2	1			1	4	2	18	2.1%
Minority Total	71	140	151	40	158	19	49	52	173	853	100.0%
Minority Percent	8.30%	16.40%	17.70%	4.70%	18.50%	2.20%	5.70%	6.10%	20.30%	100.00%	11.3%
Non-Minority Total	824	1,094	1,218	479	1,054	312	451	446	830	6,708	
Non-Minority Percent	12.30%	16.30%	18.20%	7.10%	15.70%	4.70%	6.70%	6.60%	12.40%	100.00%	88.7%
Percent of staff per geographic region	11.80%	16.30%	18.10%	6.90%	16.00%	4.40%	6.60%	6.60%	13.30%	100.00%	100.00%
Proportional Minority Representation	-32.52%	0.61%	-2.75%	-33.80%	17.83%	-53.19%	-14.93%	-7.58%	63.71%		

Salaries in private U.S. university libraries continue to exceed those paid in publicly supported U.S. university libraries. In FY 1996-97, the differential is $2,366, or 5.1% more for the average position in a private institution. In the cases of heads of acquisitions, reference, circulation, government documents/maps, as well as for reference librarians and a couple of other categories, average administrative salaries in the public sector exceed those paid for similar positions in the private university libraries (see Table 22).

Size of the library, as measured by the number of professional staff, is also a significant determinant of salary. As a rule, the largest libraries pay the highest

[5] American Indian/Native Alaskan

average salaries, not only overall, but for specific positions as well. There are a few exceptions, however. In three cases the second largest group of libraries (those that report 75-120 professionals) pay the highest average salaries in specific job categories. In another nine cases the lowest average salaries are paid by the second smallest libraries (50-74 professionals) rather than the smallest. These exceptions account for less than 11.1% of the cases where comparisons can be made. Average salaries for all staff in a size cohort increase by $1,018, $2,747, and $805 respectively as one proceeds from university libraries with the smallest number of staff to university libraries with the largest number of staff. These aggregated differentials account for an 10.2% disparity between the smallest and largest libraries (see Table 23).

Tables 3 and 12 reveal changes in beginning professional and median salaries, as well as changes in the U.S. Bureau of Labor's Cost of Living Index (CPI-U) for nonuniversity and university libraries. Table 12 includes law and medical library staff in order to maintain continuity for the twelve-year span of time which the tabular data cover. Table 3 reveals that the purchasing power of nonuniversity staff at the median is the same as it was twelve years ago, while the typical beginning professional salary has gained 13.9% in purchasing power during the same decade, which suggests salary compression.

Salaries for professional staff in university libraries have generally made more progress than nonuniversity library salaries, partly because university median salaries are slightly lower than those of nonuniversity libraries salaries. The purchasing power of salaries at the median has for the second year been 9.4% higher than inflation, and the median beginning professional salary continues to show a larger gain -- 11.05% -- when compared to FY 1985. However, these levels indicate that there has been no change in the purchasing power of professionals in ARL libraries in the last year; compared to FY 1991 and FY 1992, there has been a slight decline.

Rank structure continues to provide a useful framework for examining professional salaries in ARL university libraries. The following table displays average salary and years of experience in the most commonly used rank structures. Note that not all individuals may have a rank that fits into the rank structure the library utilizes. Most commonly, directors may have no rank or a rank outside the structure, and it is common for non-librarians included in the survey (business officers, personnel staff, computer specialists, etc.) to be unranked, as well.

The pattern of relationships between rank and salary seen in past years continues with the present report where higher rank is associated with a higher average years of experience and a higher salary. Over 70% (5,950 professionals) of the 8,325 librarians in ARL university member libraries occupy a rank within these three most commonly found ranking systems.

Figure 4

AVERAGE SALARIES AND AVERAGE YEARS OF EXPERIENCE OF LIBRARY PROFESSIONALS IN LIBRARIES WITH THREE, FOUR, AND FIVE STEP RANK STRUCTURES

	Three-Step		Four-Step		Five-Step	
	Salary	Experience	Salary	Experience	Salary	Experience
Librarian 1	$34,965	9.5	$34,597	6.7	$32,171	6.3
Librarian 2	43,656	16.4	40,834	12.4	36,065	10.8
Librarian 3	55,867	21.3	47,295	18.8	43,018	16.1
Librarian 4			55,740	23.2	54,598	20.7
Librarian 5					61,003	23.6
No. of Staff	1,431		3,282		1,237	

Readers are reminded that these data reflect only salaries, and that there are other compensation issues which may have influenced the pattern of salaries in various institutions. In addition, a highly standardized structure for capturing data has been used, and this may portray results in a way that cannot be fully representative of a local situation.

****

Concluding, I would like to acknowledge with thanks Patricia Brennan, William Crowe, Gordon Fretwell, Ron Naylor, and Kendon Stubbs, all of whom reviewed this final draft and provided valuable suggestions and advice.

Martha Kyrillidou
Association of Research Libraries
November 5, 1996

TABLE 1: DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show the number of filled professional positions. Columns headed by cum. % show the percentage of all filled positions with salaries equal to or more than the beginning of each salary range. For example, in FY 1996-97, 30.4% of ARL university librarians earned more than $50,000, as did 56.5% of ARL nonuniversity librarians.

	University Librarians				Nonuniversity Librarians			
Salary Range	FY 1995-96	cum. %	FY 1996-97	cum. %	FY 1995-96	cum. %	FY 1996-97	cum. %
$200,000 - 250,000	1		1					
175,000 - 199,999	3		5	0.1				
150,000 - 174,999	9	0.2	11	0.2				
140,000 - 149,999	9	0.3	9	0.3			1	
130,000 - 139,999	9	0.4	12	0.5	1			
120,000 - 129,999	16	0.6	22	0.7	6	0.2	20	0.6
110,000 - 119,999	28	0.9	41	1.2	36	1.1	62	2.2
100,000 - 109,999	54	1.6	46	1.8	49	2.3	25	2.8
95,000 - 99,999	29	1.9	32	2.2	19	2.8	78	4.9
90,000 - 94,999	35	2.3	36	2.6	107	5.4	96	7.4
85,000 - 89,999	45	2.9	47	3.1	98	7.9	77	9.4
80,000 - 84,999	62	3.6	85	4.2	64	9.5	128	12.8
75,000 - 79,999	90	4.7	103	5.4	166	13.6	110	15.7
70,000 - 74,999	128	6.3	140	7.1	134	16.9	184	20.6
65,000 - 69,999	209	8.8	243	10.0	232	22.7	213	26.2
60,000 - 64,999	360	13.2	422	15.1	184	27.3	182	31.0
55,000 - 59,999	444	18.6	484	20.9	322	35.3	458	43.0
50,000 - 54,999	730	27.5	790	30.4	520	48.3	511	56.5
48,000 - 49,999	386	32.2	448	35.8	138	51.7	246	62.9
46,000 - 47,999	413	37.2	466	41.4	343	60.2	128	66.3
44,000 - 45,999	515	43.4	499	47.4	177	64.6	236	72.5
42,000 - 43,999	523	49.8	566	54.2	246	70.8	193	77.6
40,000 - 41,999	569	56.7	587	61.2	116	73.7	139	81.3
38,000 - 39,999	578	63.7	587	68.3	218	79.1	154	85.3
36,000 - 37,999	624	71.3	578	75.2	160	83.1	92	87.7
34,000 - 35,999	552	78.0	506	81.3	93	85.4	101	90.4
32,000 - 33,999	527	84.4	504	87.3	194	90.2	169	94.8
30,000 - 31,999	481	90.3	447	92.7	96	92.6	105	97.6
29,000 - 29,999	185	92.5	180	94.9	64	94.2	26	98.3
28,000 - 28,999	210	95.1	144	96.6	40	95.2	12	98.6
27,000 - 27,999	144	96.8	103	97.8	27	95.9	8	98.8
26,000 - 26,999	101	98.0	77	98.8	31	96.6	8	99.0
25,000 - 25,999	63	98.8	50	99.4	5	96.8	14	99.4
24,000 - 24,999	47	99.4	24	99.6	14	97.1	2	99.4
23,000 - 23,999	31	99.7	12	99.8	50	98.4	2	99.5
22,000 - 22,999	8	99.8	8	99.9		98.4		99.5
21,000 - 21,999	11	100.0	5	99.9	7	98.5	1	99.5
Less than 21,000	2	100.0	5	100.0	59	100.0	18	100.0
Total Positions	**8,231**		**8,325**		**4,016**		**3,799**	
Median Salary	**$41,901**		**$43,170**		**$49,149**		**$51,150**	

Canadian salaries expressed in U.S. dollars.
Includes medical and law libraries.

BEST COPY AVAILABLE

ARL NONUNIVERSITY LIBRARIES

Tables 2-3

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NONUNIVERSITY LIBRARIES

		Median Salaries		Beginning Salaries	
	No. of Staff	FY 1995-96	FY 1996-97	FY 1995-96	FY 1996-97
Boston Public Library	205	$42,498	$47,114	$27,887	$28,724
Canada Institute for Scientific and Technical Information (D) *	138	29,723	33,057	18,849	15,426
Center for Research Libraries	21	33,984	34,146	24,000	24,160
Library of Congress *	2,594	53,472	56,318	29,898	31,681
Linda Hall Library *	23	28,300	33,625	25,500	25,500
National Agricultural Library *	120	49,137	50,388	29,898	30,658
National Library of Canada (D)	175	32,605	33,039	23,167	23,475
National Library of Medicine	163	54,511	52,500	29,898	30,658
New York Public Library *	238	37,442	38,074	28,162	28,162
New York State Library	66	43,956	43,956	28,380	28,380
Smithsonian Library	56	46,247	49,305	28,898	30,658

* - See Footnotes.
D - Canadian salaries expressed in U.S. dollars.

TABLE 3: SALARY TRENDS IN ARL NONUNIVERSITY LIBRARIES

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1984 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	BPS** Median	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
1996-97	11	3,799	$51,150	$28,380	151.0	172.0	157.0	151.0
1995-96	11	3,915	49,149	28,162	145.1	170.7	152.5	146.7
1994-95	11	3,837	47,997	27,813	141.7	168.6	148.4	142.8
1993-94	11	4,003	44,949	26,806	132.7	162.5	144.4	139.0
1992-93	11	4,172	43,676	23,500	129.6	142.4	140.2	134.9
1991-92	11	2,906	42,455	23,500	125.4	142.4	136.2	131.1
1990-91	12	1,363	36,013	20,800	106.3	126.1	130.7	125.8
1989-90	11	3,767	40,106	20,195	118.4	122.4	124.0	119.3
1988-89	11	3,781	37,544	19,100	110.9	115.8	118.3	113.9
1987-88	11	3,765	36,250	18,405	107.0	111.5	113.6	109.3
1986-87	10	2,790	33,020	17,912	97.5	108.6	109.6	105.5
1985-86	12	3,874	33,720	17,308	99.6	104.9	107.6	103.6
1984-85	11	3,840	33,863	16,500	100.0	100.0	103.9	100.0

Canadian salaries expressed in U.S. dollars.
** - Beginning professional salary.

ARL UNIVERSITY LIBRARIES

Tables 4-24

TABLE 4: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LIBRARIES, FY 1996-97

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs.Exp.
	FY 1997	FY 1996	FY 1997	FY 1996	FY 1997	FY 1996	FY 1997	FY 1997
Alabama	45	$33,919	$33,782	$31,325	$29,908	$23,100	$23,100	12.3
Alberta (D)	56	41,895	43,149	40,254	40,789	24,028	24,347	18.4
Arizona	66	41,536	42,123	41,080	41,214	28,000	30,000	13.9
Arizona State *	76	39,406	41,525	38,691	40,137	23,000	26,000	16.9
Auburn	45	39,562	41,016	37,750	37,850	29,560	30,450	13.9
Boston University	41	39,566	40,759	37,548	37,742	26,150	26,150	18.9
Brigham Young *	97	41,155	42,410	38,431	39,885	26,000	27,500	15.9
British Columbia (D)	72	46,300	46,872	44,369	44,971	24,929	25,260	20.5
Brown *	62	43,924	45,793	41,600	43,056	27,650	28,475	18.2
California, Berkeley *	99	53,857	56,069	52,008	54,050	29,532	30,420	18.3
California, Davis *	43	54,356	57,578	52,008	57,144	29,532	30,420	20.4
California Irvine	50	55,875	58,136	55,476	61,092	29,532	30,420	19.1
California, Los Angeles	106	55,129	57,489	55,476	57,144	29,532	30,420	17.1
California, Riverside	35	52,155	52,471	52,008	52,008	29,532	30,420	18.6
California, San Diego	67	51,111	53,351	48,540	50,832	29,532	30,420	16.7
California, Santa Barbara *	41	53,554	55,993	52,008	56,069	29,532	30,420	17.5
Case Western Reserve	34	36,932	36,779	34,117	34,520	23,961	24,613	12.6
Chicago *	73	46,745	48,048	42,432	43,972	30,135	30,135	14.7
Cincinnati *	55	44,487	45,336	45,207	46,028	22,807	25,000	19.4
Colorado	52	39,755	39,750	39,115	39,738	26,000	26,000	15.3
Colorado State	37	44,238	46,437	41,139	42,576	30,000	36,000	19.9
Columbia	96	50,540	52,997	48,390	50,000	32,500	33,500	16.3
Connecticut	49	53,782	55,005	53,599	54,609	31,273	32,211	19.5
Cornell *	122	43,811	44,508	40,823	40,039	26,600	27,400	14.7
Dartmouth	40	46,913	49,657	45,000	46,940	27,205	28,565	15.1
Delaware *	52	44,267	45,030	44,315	45,329	27,211	27,211	12.6
Duke *	79	45,078	46,932	41,600	43,350	28,950	29,650	15.4
Emory *	57	43,498	45,178	41,925	43,225	27,000	28,000	16.2
Florida *	81	36,746	38,057	34,000	35,030	26,000	26,000	16.8
Florida State *	40	36,765	38,920	34,889	36,882	24,000	24,000	19.9
Georgetown	36	42,528	43,228	38,833	41,488	31,000	31,000	16.4
Georgia *	71	38,253	40,754	36,109	38,759	25,000	26,000	15.3
Georgia Tech	38	40,275	42,254	37,100	38,500	25,000	27,000	14.3
Guelph (D)	24	44,103	43,281	45,687	44,513	23,394	23,705	17.9
Harvard *	319	49,912	51,596	46,247	47,634	32,000	32,800	13.6
Hawaii	52	48,782	49,568	47,400	47,400	33,312	33,312	17.8
Houston *	38	37,137	38,240	34,977	36,395	26,000	26,000	13.7
Howard *	27	40,705	43,595	40,073	40,874	33,688	34,362	21.7
Illinois, Chicago *	47	40,827	42,907	38,611	40,134	27,500	28,500	14.4
Illinois, Urbana *	130	41,631	43,082	38,390	39,520	28,000	29,000	15.6
Indiana *	97	46,133	47,019	44,871	44,903	27,996	29,116	17.3
Iowa	65	46,780	48,677	46,161	47,583	27,668	26,915	20.2
Iowa State	47	44,268	46,406	39,646	43,096	28,000	28,000	17.0
Johns Hopkins *	51	43,164	43,710	42,295	43,743	25,910	32,320	17.3
Kansas *	67	36,294	38,510	35,048	36,384	24,000	24,500	17.0
Kent State	47	39,942	44,416	36,255	38,220	27,500	30,667	13.3
Kentucky *	77	39,273	40,542	38,043	38,634	26,000	27,000	14.0
Laval (D) *	66	42,530	43,129	42,604	43,170	24,424	24,748	20.9
Louisiana State *	46	36,061	36,367	31,307	31,000	26,000	28,000	11.7
McGill (D)	61	42,654	41,930	41,749	42,174	23,416	23,727	18.3
McMaster (D) *	26	41,915	42,523	41,230	41,778	23,754	24,070	19.2
Manitoba (D)	43	41,174	43,033	42,083	44,736	19,899	23,320	19.0
Maryland	81	42,030	42,617	38,700	40,289	23,525	23,525	18.5
Massachusetts	52	47,307	48,604	48,887	48,819	28,000	29,500	19.0
MIT	66	43,504	44,475	40,150	40,800	27,000	27,000	15.0
Miami	36	40,643	42,403	39,510	41,100	24,500	26,000	20.4
Michigan *	102	45,540	46,874	40,221	40,980	28,000	29,500	16.1

D - Canadian salaries expressed in U.S. dollars.

Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.

Excludes medical and law libraries. See Tables 29 and 36 for statistics related to medical and law library salaries.

* - See Footnotes.

BEST COPY AVAILABLE

TABLE 4: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LIBRARIES, FY 1996-97

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs.Exp.
	FY 1997	FY 1996	FY 1997	FY 1996	FY 1997	FY 1996	FY 1997	FY 1997
Michigan State	63	$41,242	$40,952	$38,530	$39,200	$28,500	$28,500	15.4
Minnesota	98	43,344	43,512	41,231	41,760	26,000	28,000	19.6
Missouri *	37	38,086	40,275	35,712	37,797	24,300	25,000	17.6
Nebraska *	42	40,694	42,061	37,943	41,062	27,000	27,750	13.0
New Mexico *	41	44,764	47,296	43,219	45,289	31,200	30,000	18.3
New York University *	55	50,005	51,258	45,223	46,658	32,000	34,000	14.1
North Carolina *	81	39,384	41,081	37,750	38,950	27,000	27,500	16.4
North Carolina State	61	41,727	44,617	39,990	41,965	28,000	28,500	14.8
Northwestern	75	42,145	45,843	38,748	42,717	26,400	26,750	14.9
Notre Dame	39	44,445	47,976	42,000	45,000	30,000	31,000	17.7
Ohio University *	45	**	43,587	**	42,653	**	28,000	15.5
Ohio State *	89	42,214	44,379	40,014	42,030	26,508	27,576	17.3
Oklahoma	31	38,345	40,272	36,342	36,962	27,000	27,000	14.4
Oklahoma State *	46	36,787	35,156	31,206	32,324	25,003	25,003	13.4
Oregon	47	37,937	39,772	35,147	37,816	25,000	25,000	12.9
Pennsylvania	75	43,992	45,181	41,125	42,025	28,000	29,000	17.8
Pennsylvania State	101	44,411	45,523	42,195	43,669	30,500	31,500	15.9
Pittsburgh *	67	37,796	38,562	35,585	36,537	26,000	27,000	12.5
Princeton *	119	48,503	51,333	45,050	47,471	30,200	30,500	17.3
Purdue	52	40,715	42,225	39,275	41,500	23,500	25,000	16.2
Queen's (D)	34	36,017	36,683	35,160	35,606	22,434	22,732	16.1
Rice	44	38,842	39,595	36,000	37,850	29,506	30,096	15.4
Rochester *	56	36,875	38,990	33,760	35,030	26,000	26,000	16.1
Rutgers *	109	62,202	59,765	64,145	61,033	32,648	32,648	17.6
Saskatchewan (D)	26	42,220	43,384	43,110	44,654	21,664	21,953	18.8
South Carolina *	60	37,419	39,041	35,936	37,139	24,000	25,000	14.7
Southern California *	81	47,310	48,402	43,432	44,941	30,300	31,060	17.3
Southern Illinois *	37	43,287	44,288	41,838	43,453	29,500	30,000	17.2
Stanford	104	56,439	58,998	52,900	54,979	35,300	36,000	21.7
SUNY Albany *	36	41,439	41,090	42,064	41,168	25,614	27,924	16.7
SUNY Buffalo *	68	44,449	44,885	41,423	42,810	25,614	27,000	15.1
SUNY Stony Brook	35	50,323	51,424	48,971	49,378	28,500	28,500	18.5
Syracuse	40	37,754	39,171	36,435	37,708	26,500	26,500	18.9
Temple *	45	41,567	42,010	40,885	41,628	26,500	27,000	18.3
Tennessee	44	44,277	45,055	42,507	43,052	27,000	27,000	16.5
Texas *	116	39,722	41,723	37,000	38,976	26,000	26,000	18.9
Texas A&M *	58	36,998	40,335	31,732	37,032	26,000	27,000	13.6
Toronto (D) *	143	50,305	46,790	49,231	49,165	23,996	24,315	17.9
Tulane *	34	35,924	35,951	34,000	34,800	26,000	26,000	13.6
Utah *	53	37,909	38,735	35,000	37,145	25,000	27,000	13.9
Vanderbilt	56	40,213	42,165	37,224	38,000	27,000	27,500	16.4
Virginia	66	43,316	45,198	40,800	42,800	28,000	29,000	18.5
Virginia Tech	39	38,722	39,320	39,000	39,012	24,500	28,000	14.8
Washington	102	40,601	43,576	38,154	41,052	27,000	28,000	17.6
Washington State	46	40,502	39,189	39,450	38,904	24,500	25,500	15.3
Washington U.-St.Louis *	45	39,714	41,597	36,713	38,294	25,500	27,000	15.8
Waterloo (D)	34	40,032	40,008	39,781	39,680	23,130	25,147	18.2
Wayne State	52	44,998	44,005	41,595	38,683	32,000	32,000	14.9
Western Ontario (D) *	34	39,582	40,557	40,936	41,556	27,323	27,687	19.3
Wisconsin	115	44,544	44,594	43,422	42,727	27,125	27,788	16.5
Yale	124	51,936	52,063	49,500	49,503	32,100	32,700	16.9
York (D)	42	43,613	45,602	47,235	45,188	26,816	27,257	18.0

D - Canadian salaries expressed in U.S. dollars.

Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.

Excludes medical and law libraries. See Tables 29 and 36 for statistics related to medical and law library salaries.

* - See Footnotes.

** - Not a member in FY 1996.

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1995-96

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	$35,300	49	Vanderbilt	$27,000
2	Howard	33,688	49	Washington	27,000
3	Hawaii	33,312	57	York	26,816
4	Rutgers	32,648	58	Cornell	26,600
5	Columbia	32,500	59	Ohio State	26,508
6	Yale	32,100	60	Syracuse	26,500
7	Harvard	32,000	60	Temple	26,500
8	New York University	32,000	62	Northwestern	26,400
8	Wayne State	32,000	63	Boston University	26,150
10	Connecticut	31,273	64	Brigham Young	26,000
11	New Mexico	31,200	64	Colorado	26,000
12	Georgetown	31,000	64	Florida	26,000
13	Pennsylvania State	30,500	64	Houston	26,000
14	Southern California	30,300	64	Kentucky	26,000
15	Princeton	30,200	64	Louisiana State	26,000
16	Chicago	30,135	64	Minnesota	26,000
17	Colorado State	30,000	64	Pittsburgh	26,000
17	Notre Dame	30,000	64	Rochester	26,000
19	Auburn	29,560	64	Texas	26,000
20	California, Berkeley	29,532	64	Texas A&M	26,000
20	California, Davis	29,532	64	Tulane	26,000
20	California, Irvine	29,532	76	Johns Hopkins	25,910
20	California, Los Angeles	29,532	77	SUNY Albany	25,614
20	California, Riverside	29,532	77	SUNY Buffalo	25,614
20	California, San Diego	29,532	79	Washington U.-St. Louis	25,500
20	California, Santa Barbara	29,532	80	Oklahoma State	25,003
27	Rice	29,506	81	Georgia	25,000
28	Southern Illinois	29,500	81	Georgia Tech	25,000
29	Duke	28,950	81	Oregon	25,000
30	Michigan State	28,500	81	Utah	25,000
30	SUNY Stony Brook	28,500	85	British Columbia	24,929
32	Arizona	28,000	86	Miami	24,500
32	Illinois, Urbana	28,000	86	Virginia Tech	24,500
32	Iowa State	28,000	86	Washington State	24,500
32	Massachusetts	28,000	89	Laval	24,424
32	Michigan	28,000	90	Missouri	24,300
32	North Carolina State	28,000	91	Alberta	24,028
32	Pennsylvania	28,000	92	Florida State	24,000
32	Virginia	28,000	92	Kansas	24,000
40	Indiana	27,996	92	South Carolina	24,000
41	Iowa	27,668	95	Toronto	23,996
42	Brown	27,650	96	Case Western Reserve	23,961
43	Illinois, Chicago	27,500	97	McMaster	23,754
43	Kent State	27,500	98	Maryland	23,525
45	Western Ontario	27,323	99	Purdue	23,500
46	Delaware	27,211	100	McGill	23,416
47	Dartmouth	27,205	101	Guelph	23,394
48	Wisconsin	27,125	102	Waterloo	23,130
49	Emory	27,000	103	Alabama	23,100
49	MIT	27,000	104	Arizona State	23,000
49	Nebraska	27,000	105	Cincinnati	22,807
49	North Carolina	27,000	106	Queen's	22,434
49	Oklahoma	27,000	107	Saskatchewan	21,664
49	Tennessee	27,000	108	Manitoba	19,899

Reprinted from *ARL Annual Salary Survey 1995-96*.
Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
Excludes medical and law libraries. See Tables 30 and 37 for statistics related to medical and law library salaries.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1996-97

Rank	Institution	Salary	Rank	Institution	Salary
1	Colorado State	$36,000	56	Ohio State	$27,576
1	Stanford	36,000	57	Brigham Young	27,500
3	Howard	34,362	57	North Carolina	27,500
4	New York University	34,000	57	Vanderbilt	27,500
5	Columbia	33,500	60	Cornell	27,400
6	Hawaii	33,312	61	York	27,257
7	Harvard	32,800	62	Delaware	27,211
8	Yale	32,700	63	Georgia Tech	27,000
9	Rutgers	32,648	63	Kentucky	27,000
10	Johns Hopkins	32,320	63	MIT	27,000
11	Connecticut	32,211	63	Oklahoma	27,000
12	Wayne State	32,000	63	Pittsburgh	27,000
13	Pennsylvania State	31,500	63	SUNY Buffalo	27,000
14	Southern California	31,060	63	Temple	27,000
15	Georgetown	31,000	63	Tennessee	27,000
15	Notre Dame	31,000	63	Texas A&M	27,000
17	Kent State	30,667	63	Utah	27,000
18	Princeton	30,500	63	Washington U.-St. Louis	27,000
19	Auburn	30,450	74	Iowa	26,915
20	California, Berkeley	30,420	75	Northwestern	26,750
20	California, Davis	30,420	76	Syracuse	26,500
20	California, Irvine	30,420	77	Boston University	26,150
20	California, Los Angeles	30,420	78	Arizona State	26,000
20	California, Riverside	30,420	78	Colorado	26,000
20	California, San Diego	30,420	78	Florida	26,000
20	California, Santa Barbara	30,420	78	Georgia	26,000
27	Chicago	30,135	78	Houston	26,000
28	Rice	30,096	78	Miami	26,000
29	Arizona	30,000	78	Rochester	26,000
29	New Mexico	30,000	78	Texas	26,000
29	Southern Illinois	30,000	78	Tulane	26,000
32	Duke	29,650	87	Washington State	25,500
33	Massachusetts	29,500	88	British Columbia	25,260
33	Michigan	29,500	89	Waterloo	25,147
35	Indiana	29,116	90	Oklahoma State	25,003
36	Illinois, Urbana	29,000	91	Cincinnati	25,000
36	Pennsylvania	29,000	91	Missouri	25,000
36	Virginia	29,000	91	Oregon	25,000
39	Dartmouth	28,565	91	Purdue	25,000
40	Illinois, Chicago *	28,500	91	South Carolina	25,000
40	Michigan State	28,500	96	Laval	24,748
40	North Carolina State	28,500	97	Case Western Reserve	24,613
40	SUNY Stony Brook	28,500	98	Kansas	24,500
44	Brown	28,475	99	Alberta	24,347
45	Emory	28,000	100	Toronto	24,315
45	Iowa State	28,000	101	McMaster	24,070
45	Louisiana State	28,000	102	Florida State	24,000
45	Minnesota	28,000	103	McGill	23,727
45	Ohio University	28,000	104	Guelph	23,705
45	Virginia Tech	28,000	105	Maryland	23,525
45	Washington	28,000	106	Manitoba	23,320
52	SUNY Albany	27,924	107	Alabama	23,100
53	Wisconsin	27,788	108	Queen's	22,732
54	Nebraska	27,750	109	Saskatchewan	21,953
55	Western Ontario	27,687			

Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
Excludes medical and law libraries. See Tables 30 and 37 for statistics related to medical and law library salaries.
* - See Footnotes.

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1995-96

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	$64,145	55	Virginia	$40,800
2	California, Irvine	55,476	56	Alberta	40,254
2	California, Los Angeles	55,476	57	Michigan	40,221
4	Connecticut	53,599	58	MIT	40,150
5	Stanford	52,900	59	Howard	40,073
6	California, Berkeley	52,008	60	Ohio State	40,014
6	California, Davis	52,008	61	North Carolina State	39,990
6	California, Riverside	52,008	62	Waterloo	39,781
6	California, Santa Barbara	52,008	63	Iowa State	39,646
10	Yale	49,500	64	Miami	39,510
11	Toronto	49,231	65	Washington State	39,450
12	SUNY Stony Brook	48,971	66	Purdue	39,275
13	Massachusetts	48,887	67	Colorado	39,115
14	California, San Diego	48,540	68	Virginia Tech	39,000
15	Columbia	48,390	69	Georgetown	38,833
16	Hawaii	47,400	70	Northwestern	38,748
17	York	47,235	71	Maryland	38,700
18	Harvard	46,247	72	Arizona State	38,691
19	Iowa	46,161	73	Illinois, Chicago	38,611
20	Guelph	45,687	74	Michigan State	38,530
21	New York University	45,223	75	Brigham Young	38,431
22	Cincinnati	45,207	76	Illinois, Urbana	38,390
23	Princeton	45,050	77	Washington	38,154
24	Dartmouth	45,000	78	Kentucky	38,043
25	Indiana	44,871	79	Nebraska	37,943
26	British Columbia	44,369	80	Auburn	37,750
27	Delaware	44,315	80	North Carolina	37,750
28	Southern California	43,432	82	Boston University	37,548
29	Wisconsin	43,422	83	Vanderbilt	37,224
30	New Mexico	43,219	84	Georgia Tech	37,100
31	Saskatchewan	43,110	85	Texas	37,000
32	Laval	42,604	86	Washington U.-St. Louis	36,713
33	Tennessee	42,507	87	Syracuse	36,435
34	Chicago	42,432	88	Oklahoma	36,342
35	Johns Hopkins	42,295	89	Kent State	36,255
36	Pennsylvania State	42,195	90	Georgia	36,109
37	Manitoba	42,083	91	Rice	36,000
38	SUNY Albany	42,064	92	South Carolina	35,936
39	Notre Dame	42,000	93	Missouri	35,712
40	Emory	41,925	94	Pittsburgh	35,585
41	Southern Illinois	41,838	95	Queen's	35,160
42	McGill	41,749	96	Oregon	35,147
43	Brown	41,600	97	Kansas	35,048
43	Duke	41,600	98	Utah	35,000
45	Wayne State	41,595	99	Houston	34,977
46	SUNY Buffalo	41,423	100	Florida State	34,889
47	Minnesota	41,231	101	Case Western Reserve	34,117
48	McMaster	41,230	102	Florida	34,000
49	Colorado State	41,139	103	Tulane	34,000
50	Pennsylvania	41,125	104	Rochester	33,760
51	Arizona	41,080	105	Texas A&M	31,732
52	Western Ontario	40,936	106	Alabama	31,325
53	Temple	40,885	107	Louisiana State	31,307
54	Cornell	40,823	108	Oklahoma State	31,206

Reprinted from *ARL Annual Salary Survey 1995-96*.
Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of medians.
Excludes medical and law libraries. See Tables 31 and 38 for statistics related to medical and law library salaries.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1996-97

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Irvine	$61,092	56	Western Ontario	$41,556
2	Rutgers	61,033	57	Purdue	41,500
3	California, Davis	57,144	58	Georgetown	41,488
3	California, Los Angeles	57,144	59	Arizona	41,214
5	California, Santa Barbara	56,069	60	SUNY Albany	41,168
6	Stanford	54,979	61	Miami	41,100
7	Connecticut	54,609	62	Nebraska	41,062
8	California, Berkeley	54,050	63	Washington	41,052
9	California, Riverside	52,008	64	Michigan	40,980
10	California, San Diego	50,832	65	Howard	40,874
11	Columbia	50,000	66	MIT	40,800
12	Yale	49,503	67	Alberta	40,789
13	SUNY Stony Brook	49,378	68	Maryland	40,289
14	Toronto	49,165	69	Arizona State	40,137
'5	Massachusetts	48,819	70	Illinois, Chicago	40,134
16	Harvard	47,634	71	Cornell	40,039
17	Iowa	47,583	72	Brigham Young	39,885
18	Princeton	47,471	73	Colorado	39,738
19	Hawaii	47,400	74	Waterloo	39,680
20	Dartmouth	46,940	75	Illinois, Urbana	39,520
21	New York University	46,658	76	Michigan State	39,200
22	Cincinnati	46,028	77	Virginia Tech	39,012
23	Delaware	45,329	78	Texas	38,976
24	New Mexico	45,289	79	North Carolina	38,950
25	York	45,188	80	Washington State	38,904
26	Notre Dame	45,000	81	Georgia	38,759
27	British Columbia	44,971	82	Wayne State	38,683
28	Southern California	44,941	83	Kentucky	38,634
29	Indiana	44,903	84	Georgia Tech	38,500
30	Manitoba	44,736	85	Washington U.-St. Louis	38,294
31	Saskatchewan	44,654	86	Kent State	38,220
32	Guelph	44,513	87	Vanderbilt	38,000
33	Chicago	43,972	88	Auburn	37,850
34	Johns Hopkins	43,743	89	Rice	37,850
35	Pennsylvania State	43,669	90	Oregon	37,816
36	Southern Illinois	43,453	91	Missouri	37,797
37	Duke	43,350	92	Boston University	37,742
38	Emory	43,225	93	Syracuse	37,708
39	Laval	43,170	94	Utah	37,145
40	Iowa State	43,096	95	South Carolina	37,139
41	Brown	43,056	96	Texas A&M	37,032
42	Tennessee	43,052	97	Oklahoma	36,962
43	SUNY Buffalo	42,810	98	Florida State	36,882
44	Virginia	42,800	99	Pittsburgh	36,537
45	Wisconsin	42,727	100	Houston	36,395
46	Northwestern	42,717	101	Kansas	36,384
47	Ohio University	42,653	102	Queen's	35,606
48	Colorado State	42,576	103	Florida	35,030
49	McGill	42,174	103	Rochester	35,030
50	Ohio State	42,030	105	Tulane	34,800
51	Pennsylvania	42,025	106	Case Western Reserve	34,520
52	North Carolina State	41,965	107	Oklahoma State	32,324
53	McMaster	41,778	108	Louisiana State	31,000
54	Minnesota	41,760	109	Alabama	29,908
55	Temple	41,628			

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of medians.
Excludes medical and law libraries. See Tables 31 and 38 for statistics related to medical and law library salaries.

TABLE 9: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1995-96

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	$62,202	55	Northwestern	$42,145
2	Stanford	56,439	56	Maryland	42,030
3	California, Irvine	55,875	57	McMaster	41,915
4	California, Los Angeles	55,129	58	Alberta	41,895
5	California, Davis	54,356	59	North Carolina State	41,727
6	California, Berkeley	53,857	60	Illinois, Urbana	41,631
7	Connecticut	53,782	61	Temple	41,567
8	California, Santa Barbara	53,554	62	Arizona	41,536
9	California, Riverside	52,155	63	SUNY Albany	41,439
10	Yale	51,936	64	Michigan State	41,242
11	California, San Diego	51,111	65	Manitoba	41,174
12	Columbia	50,540	66	Brigham Young	41,155
13	SUNY Stony Brook	50,323	67	Illinois, Chicago	40,827
14	Toronto	50,305	68	Purdue	40,715
15	New York University	50,005	69	Howard	40,705
16	Harvard	49,912	70	Nebraska	40,694
17	Hawaii	48,782	71	Miami	40,643
18	Princeton	48,503	72	Washington	40,601
19	Southern California	47,310	73	Washington State	40,502
20	Massachusetts	47,307	74	Georgia Tech	40,275
21	Dartmouth	46,913	75	Vanderbilt	40,213
22	Iowa	46,780	76	Waterloo	40,032
23	Chicago	46,745	77	Kent State	39,942
24	British Columbia	46,300	78	Colorado	39,755
25	Indiana	46,133	79	Texas	39,722
26	Michigan	45,540	80	Washington U.-St. Louis	39,714
27	Duke	45,078	81	Western Ontario	39,582
28	Wayne State	44,998	82	Boston University	39,566
29	New Mexico	44,764	83	Auburn	39,562
30	Wisconsin	44,544	84	Arizona State	39,406
31	Cincinnati	44,487	85	North Carolina	39,384
32	SUNY Buffalo	44,449	86	Kentucky	39,273
33	Notre Dame	44,445	87	Rice	38,842
34	Pennsylvania State	44,411	88	Virginia Tech	38,722
35	Tennessee	44,277	89	Oklahoma	38,345
36	Iowa State	44,268	90	Georgia	38,253
37	Delaware	44,267	91	Missouri	38,086
38	Colorado State	44,238	92	Oregon	37,937
39	Guelph	44,103	93	Utah	37,909
40	Pennsylvania	43,992	94	Pittsburgh	37,796
41	Brown	43,924	95	Syracuse	37,754
42	Cornell	43,811	96	South Carolina	37,419
43	York	43,613	97	Houston	37,137
44	MIT	43,504	98	Texas A&M	36,998
45	Emory	43,498	99	Case Western Reserve	36,932
46	Minnesota	43,344	100	Rochester	36,875
47	Virginia	43,316	101	Oklahoma State	36,787
48	Southern Illinois	43,287	102	Florida State	36,765
49	Johns Hopkins	43,164	103	Florida	36,746
50	McGill	42,654	104	Kansas	36,294
51	Laval	42,530	105	Louisiana State	36,061
52	Georgetown	42,528	106	Queen's	36,017
53	Saskatchewan	42,220	107	Tulane	35,924
54	Ohio State	42,214	108	Alabama	33,919

Reprinted from *ARL Annual Salary Survey 1995-96*.
Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of averages.
Excludes medical and law libraries. See Tables 32 and 39 for statistics related to medical and law library salaries.

TABLE 10: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FY 1996-97

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers	$59,765	56	Saskatchewan	$43,384
2	Stanford	58,998	57	Guelph	43,281
3	California, Irvine	58,136	58	Georgetown	43,228
4	California, Davis	57,578	59	Alberta	43,149
5	California, Los Angeles	57,489	60	Laval	43,129
6	California, Berkeley	56,069	61	Illinois, Urbana	43,082
7	California, Santa Barbara	55,993	62	Manitoba	43,033
8	Connecticut	55,005	63	Illinois, Chicago	42,907
9	California, San Diego	53,351	64	Maryland	42,617
10	Columbia	52,997	65	McMaster	42,523
11	California, Riverside	52,471	66	Brigham Young	42,410
12	Yale	52,063	67	Miami	42,403
13	Harvard	51,596	68	Georgia Tech	42,254
14	SUNY Stony Brook	51,424	69	Purdue	42,225
15	Princeton	51,333	70	Vanderbilt	42,165
16	New York University	51,258	71	Arizona	42,123
17	Dartmouth	49,657	72	Nebraska	42,061
18	Hawaii	49,568	73	Temple	42,010
19	Iowa	48,677	74	McGill	41,930
20	Massachusetts	48,604	75	Texas	41,723
21	Southern California	48,402	76	Washington U.-St. Louis	41,597
22	Chicago	48,048	77	Arizona State	41,525
23	Notre Dame	47,976	78	SUNY Albany	41,090
24	New Mexico	47,296	79	North Carolina	41,081
25	Indiana	47,019	80	Auburn	41,016
26	Duke	46,932	81	Michigan State	40,952
27	Michigan	46,874	82	Boston University	40,759
28	British Columbia	46,872	83	Georgia	40,754
29	Toronto	46,790	84	Western Ontario	40,557
30	Colorado State	46,437	85	Kentucky	40,542
31	Iowa State	46,406	86	Texas A&M	40,335
32	Northwestern	45,843	87	Missouri	40,275
33	Brown	45,793	88	Oklahoma	40,272
34	York	45,602	89	Waterloo	40,008
35	Pennsylvania State	45,523	90	Oregon	39,772
36	Cincinnati	45,336	91	Colorado	39,750
37	Virginia	45,198	92	Rice	39,595
38	Pennsylvania	45,181	93	Virginia Tech	39,320
39	Emory	45,178	94	Washington State	39,189
40	Tennessee	45,055	95	Syracuse	39,171
41	Delaware	45,030	96	South Carolina	39,041
42	SUNY Buffalo	44,885	97	Rochester	38,990
43	North Carolina State	44,617	98	Florida State	38,920
44	Wisconsin	44,594	99	Utah	38,735
45	Cornell	44,508	100	Pittsburgh	38,562
46	MIT	44,475	101	Kansas	38,510
47	Kent State	44,416	102	Houston	38,240
48	Ohio State	44,379	103	Florida	38,057
49	Southern Illinois	44,288	104	Case Western Reserve	36,779
50	Wayne State	44,005	105	Queen's	36,683
51	Johns Hopkins	43,710	106	Louisiana State	36,367
52	Howard	43,595	107	Tulane	35,951
53	Ohio University	43,587	108	Oklahoma State	35,156
54	Washington	43,576	109	Alabama	33,782
55	Minnesota	43,512			

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of averages.
Excludes medical and law libraries. See Tables 32 and 39 for statistics related to medical and law library salaries.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FYs 1993-94 TO 1996-1997

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1994	1995	1996	1997	1994	1995	1996	1997	1994	1995	1996	1997
Alabama	107	106	108	109	107	106	106	109	106	101	103	107
Alberta	29	44	58	59	24	39	56	67	53	85	91	99
Arizona	86	55	62	71	76	34	51	59	19	30	32	29
Arizona State	91	88	84	77	89	80	72	69	95	103	104	78
Auburn	80	76	83	80	74	75	80	88	15	13	19	19
Boston University	88	87	82	82	82	84	82	92	67	64	63	77
Brigham Young	67	67	66	66	78	76	75	72	83	74	64	57
British Columbia	24	21	24	28	22	20	26	27	52	63	85	88
Brown	44	45	41	33	51	54	43	41	40	44	42	44
California, Berkeley	7	9	6	6	6	8	6	8	25	19	20	20
Californis, Davis	2	5	5	4	6	8	6	3	25	19	20	20
California, Irvine	6	4	3	3	2	2	2	1	25	19	20	20
California, Los Angeles	4	3	4	5	2	2	2	3	25	19	20	20
California, Riverside	13	13	9	11	14	16	6	9	25	19	20	20
California, San Diego	8	11	11	9	6	14	14	10	25	19	20	20
California, Santa Barbara	11	7	8	7	6	8	6	5	25	19	20	20
Case Western Reserve	103	96	99	104	103	96	101	106	98	99	96	97
Chicago	23	22	23	22	33	37	34	33	16	15	16	27
Cincinnati	36	40	31	36	21	21	22	22	104	106	105	91
Colorado	93	81	78	91	86	74	67	73	47	52	64	78
Colorado State	61	51	38	30	62	50	49	48	41	52	17	1
Columbia	14	12	12	10	18	18	15	11	4	4	5	5
Connecticut	5	6	7	8	4	4	4	7	10	9	10	11
Cornell	52	46	42	45	61	58	54	71	55	62	58	60
Dartmouth	22	24	21	17	20	22	24	20	41	52	47	39
Delaware	40	37	37	41	34	27	27	23	37	51	46	62
Duke	25	27	27	26	29	42	43	37	24	29	29	32
Emory	64	57	45	39	58	49	40	38	83	74	49	45
Florida	99	98	103	103	101	104	102	103	83	52	64	78
Florida State	104	100	102	98	104	99	100	98	103	93	92	102
Georgetown	55	56	52	58	57	73	69	58	13	16	12	15
Georgia	101	97	90	83	100	95	90	81	93	93	81	78
Georgia Tech	95	91	74	68	105	93	84	84	83	74	81	63
Guelph	27	33	39	57	15	17	20	32	82	92	101	104
Harvard	19	16	16	13	23	19	18	16	11	6	7	7
Hawaii	9	8	17	18	13	5	16	19	2	2	3	6
Houston	96	105	97	102	99	103	99	100	41	52	64	78
Howard	59	59	69	52	66	69	59	65	36	43	2	3

Excludes medical and law libraries.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FYs 1993-94 TO 1996-1997

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1994	1995	1996	1997	1994	1995	1996	1997	1994	1995	1996	1997
Illinois, Chicago	57	72	67	63	47	68	73	70	47	46	43	40
Illinois, Urbana	79	68	60	61	92	85	76	75	47	39	32	36
Indiana	35	31	25	25	37	32	25	29	38	42	40	35
Iowa	37	28	22	19	35	25	19	17	41	45	41	74
Iowa State	32	26	36	31	39	38	63	40	19	30	32	45
Johns Hopkins	68	52	49	51	45	41	35	34	80	72	76	10
Kansas	106	103	104	101	96	97	97	101	100	96	92	98
Kent State	50	39	77	47	70	59	89	86	75	38	43	17
Kentucky	83	82	86	85	85	78	78	83	55	65	64	63
Laval	26	29	51	60	19	23	32	39	54	71	89	96
Louisiana State	94	104	105	106	94	102	107	108	83	65	64	45
McGill	30	34	50	74	31	30	42	49	81	91	100	103
McMaster	33	43	57	65	32	36	48	53	74	89	97	101
Manitoba	38	48	65	62	25	31	37	30	108	108	108	106
Maryland	63	53	56	64	75	63	71	68	102	102	98	105
Massachusetts	12	15	20	20	5	7	13	15	39	30	32	33
MIT	41	47	44	46	56	61	58	66	41	46	49	63
Miami	77	84	71	67	65	64	64	61	83	86	86	78
Michigan	28	25	26	27	40	43	57	64	32	30	32	33
Michigan State	65	58	64	81	73	70	74	76	47	26	30	40
Minnesota	45	42	46	55	50	46	47	54	91	52	64	45
Missouri	102	99	91	87	102	98	93	91	99	103	90	91
Nebraska	71	74	70	72	84	60	79	62	78	74	49	54
New Mexico	53	30	29	24	43	29	30	24	9	12	11	29
New York University	16	14	15	16	27	24	21	21	7	7	8	4
North Carolina	90	80	85	79	90	77	80	79	55	46	49	57
North Carolina State	54	50	59	43	44	51	61	52	32	37	32	40
Northwestern	46	64	55	32	60	72	70	46	55	52	62	75
Notre Dame	58	60	33	23	54	57	39	26	13	16	17	15
Ohio University	*	*	*	53	*	*	*	47	*	*	*	45
Ohio State	70	65	54	48	72	62	60	50	69	67	59	56
Oklahoma	92	90	89	88	91	88	88	97	32	39	49	63
Oklahoma State	108	108	101	108	108	108	108	107	83	73	80	90
Oregon	69	85	92	90	80	87	96	90	55	74	81	91
Pennsylvania	39	41	40	38	46	54	50	51	32	39	32	36
Pennsylvania State	31	38	34	35	41	47	36	35	17	14	13	13
Pittsburgh	85	92	94	100	93	91	94	99	55	74	64	63
Princeton	21	19	18	15	28	28	23	18	6	11	15	18

* - Not a member during this year.
Excludes medical and law libraries.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FYs 1993-94 TO 1996-1997

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1994	1995	1996	1997	1994	1995	1996	1997	1994	1995	1996	1997
Purdue	81	75	68	69	63	65	66	57	95	96	99	91
Queen's	76	89	106	105	88	83	95	102	94	100	106	108
Rice	78	78	87	92	76	82	91	89	55	18	27	28
Rochester	100	95	100	97	106	101	104	103	107	74	64	78
Rutgers	1	1	1	1	1	1	1	2	12	3	4	9
Saskatchewan	43	61	53	56	36	40	31	31	105	107	107	109
South Carolina	97	93	96	96	95	92	92	95	83	86	92	91
Southern California	18	18	19	21	26	26	28	28	5	10	14	14
Southern Illinois	47	70	48	49	52	67	41	36	19	26	28	29
Stanford	3	2	2	2	12	6	5	6	1	1	1	1
SUNY Albany	60	69	63	78	49	56	38	60	76	68	77	52
SUNY Buffalo	34	36	32	42	42	44	46	43	76	68	77	63
SUNY Stony Brook	15	17	13	14	16	13	12	13	23	30	30	40
Syracuse	89	94	95	95	79	89	87	93	70	46	60	76
Temple	62	63	61	73	53	53	53	55	55	52	60	63
Tennessee	56	49	35	40	59	48	33	42	55	74	49	63
Texas	82	83	79	75	87	90	85	78	55	74	64	78
Texas A&M	73	66	98	86	71	100	105	96	100	52	64	63
Toronto	17	20	14	29	11	11	11	14	68	95	95	100
Tulane	105	107	107	107	98	105	103	105	70	70	64	78
Utah	98	101	93	99	97	107	98	94	95	103	81	63
Vanderbilt	74	77	75	70	64	71	83	87	55	52	49	57
Virginia	72	71	47	37	83	81	55	44	41	30	32	36
Virginia Tech	87	102	88	93	69	94	68	77	70	86	86	45
Washington	66	73	72	54	68	79	77	63	55	74	49	45
Washington State	75	86	73	94	55	66	65	80	92	96	86	87
Washington U.-St. Louis	84	79	80	76	81	86	86	85	70	74	79	63
Waterloo	48	62	76	89	38	52	62	74	79	90	102	89
Wayne State	49	32	28	50	67	45	45	82	7	7	8	12
Western Ontario	42	54	81	84	30	33	52	56	18	28	45	55
Wisconsin	51	35	30	44	48	35	29	45	51	50	48	53
Yale	10	10	10	12	17	15	10	12	3	4	6	8
York	20	23	43	34	10	12	17	25	22	36	57	61

Excludes medical and law libraries.

TABLE 12: SALARY TRENDS IN ARL UNIVERSITY LIBRARIES*

Salary figures for the current year are displayed in the context of the previous years and compared to the changes in the Consumer Price Index (CPI) to show trends in the purchasing power of median and beginning professional salaries. Salary figures and CPI numbers have been converted to adjusted indexes using July 1984 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	BPS** Median	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
1996-97	109	8,325	$43,170	$27,687	165.3	167.7	157.0	151.0
1995-96	108	8,231	41,901	27,000	160.5	163.6	152.5	146.7
1994-95	108	8,216	41,088	26,000	157.4	157.6	148.4	142.8
1993-94	108	8,132	40,225	25,834	154.1	156.6	144.4	139.0
1992-93	108	8,212	39,265	25,000	150.4	151.5	140.2	134.9
1991-92	107	8,256	38,537	24,000	147.7	145.5	136.2	131.1
1990-91	107	8,382	36,701	23,800	140.6	144.2	130.7	125.8
1989-90	107	8,253	34,629	22,000	132.7	133.3	124.0	119.3
1988-89	107	8,087	32,461	20,400	124.4	123.6	118.3	113.9
1987-88	106	7,962	30,534	19,460	117.0	117.9	113.6	109.3
1986-87	105	7,718	28,941	18,250	110.9	110.6	109.6	105.5
1985-86	105	7,543	27,485	17,500	105.3	106.1	107.6	103.6
1984-85	104	7,161	26,100	16,500	100.0	100.0	103.9	100.0

Canadian salaries expressed in U.S. dollars.
* - Includes medical and law libraries in median salary.
** - Beginning professional salary.

TABLE 13: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY AND POSITION, FY 1996-97

SALARY INTERVALS	NUMBER OF STAFF								PERCENTAGE AT EACH LEVEL							
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
$175,000 or more	3								3%							
150,000-174,999	6			1					6%			0%				
140,000-149,999	6								6%							
130,000-139,999	7			1					6%			0%				
120,000-129,999	13	2	1						12%	1%	0%					
110,000-119,999	25	2	1	1	1		4		23%	1%	0%	0%	0%		0%	
100,000-109,999	14	4	5	1			1	1	13%	2%	2%	0%			0%	0%
95,000-99,999	8	7	4	1	1	1			7%	4%	2%	0%	0%	0%		
90,000-94,999	7	5	5	4			2		6%	3%	2%	1%			0%	
85,000-89,999	5	12	6	3	1	2	3		5%	7%	3%	1%	0%	0%	0%	
80,000-84,999	5	24	13	6	1	2	10	3	5%	15%	6%	1%	0%	0%	1%	0%
75,000-79,999	4	21	26	15	2	5	10	3	4%	13%	12%	3%	0%	1%	1%	0%
70,000-74,999	5	30	17	8	8	10	35	7	5%	19%	8%	1%	1%	1%	2%	0%
65,000-69,999	1	24	44	25	11	33	58	17	1%	15%	20%	4%	1%	4%	4%	1%
60,000-64,999		19	32	55	21	48	104	75		12%	15%	10%	3%	6%	7%	3%
55,000-59,999		9	27	59	38	63	154	72		6%	12%	11%	5%	8%	11%	3%
50,000-54,999		3	26	85	71	92	234	168		2%	12%	15%	9%	12%	17%	6%
48,000-49,999			5	40	34	45	121	132			2%	7%	4%	6%	9%	5%
46,000-47,999			3	45	60	54	114	125			1%	8%	7%	7%	8%	4%
44,000-45,999			2	48	56	52	121	136			1%	9%	7%	7%	9%	5%
42,000-43,999			1	34	65	66	96	220			0%	6%	8%	8%	7%	8%
40,000-41,999			1	39	44	61	90	251			0%	7%	5%	8%	6%	9%
38,000-39,999				21	59	53	81	244				4%	7%	7%	6%	9%
36,000-37,999				29	79	61	59	247				5%	10%	8%	4%	9%
34,000-35,999				14	59	34	41	262				3%	7%	4%	3%	9%
32,000-33,999			1	12	68	44	29	262			0%	2%	8%	6%	2%	9%
30,000-31,999				6	56	37	28	261				1%	7%	5%	2%	9%
29,000-29,999				2	24	18	7	104				0%	3%	2%	0%	4%
28,000-28,999					23	12	2	86					3%	2%	0%	3%
27,000-27,999				1	9	4	2	66				0%	1%	1%	0%	2%
26,000-26,999				1	8	2	4	48				0%	1%	0%	0%	2%
25,000-25,999				1	5	1		32				0%	1%	0%		1%
24,000-24,999					7			15					1%			1%
23,000-23,999					2			4					0%			0%
22,000-22,999					1			3					0%			0%
21,000-21,999					2			1					0%			0%
20,000-20,999								2								0%
TOTAL	**109**	**162**	**220**	**558**	**816**	**800**	**1,410**	**2,847**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

Excludes medical and law libraries.

BEST COPY AVAILABLE

TABLE 14: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES
BY SALARY, SEX, AND POSITION, FY 1996-97

SALARY INTERVALS	Women								Men							
	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.	Dir.	Assoc. Dir.	Asst. Dir.	Branch Head	Subj. Spec.	Func. Spec.	Dept. Head	Other Prof.
$175,000 or more	1								2							
150,000-174,999	1								5			1				
140,000-149,999	2								4							
130,000-139,999	4								3			1				
120,000-129,999	8	2	1						5							
110,000-119,999	12	2		1					13		1		1		4	
100,000-109,999	6		3					1	8	4	2	1			1	
95,000-99,999	1	4	2						7	3	2	1	1	1		
90,000-94,999	3	1	1	2					4	4	4	2			2	
85,000-89,999	3	7	4				1		2	5	2	3	1	2	2	
80,000-84,999	3	13	7	3	1	2	6	2	2	11	6	3			4	1
75,000-79,999		11	15	7	1	3	6	1	4	10	11	8	1	2	4	2
70,000-74,999		14	8	4	4	3	23	6	5	16	9	4	4	7	12	1
65,000-69,999	1	10	17	7	7	14	38	10		14	27	18	4	19	20	7
60,000-64,999		14	17	29	11	22	57	58		5	15	26	10	26	47	17
55,000-59,999		4	18	39	21	28	95	50		5	9	20	17	35	59	22
50,000-54,999		2	16	59	40	51	152	120		1	10	26	31	41	82	48
48,000-49,999			4	28	19	28	67	89			1	12	15	17	54	43
46,000-47,999			2	40	32	28	78	83			1	5	28	26	36	42
44,000-45,999			1	28	28	23	83	101			1	20	28	29	38	35
42,000-43,999			1	21	29	29	72	140				13	36	37	24	80
40,000-41,999			1	25	23	35	56	180				14	21	26	34	71
38,000-39,999				21	34	27	55	177					25	26	26	67
36,000-37,999				15	43	35	42	163				14	36	26	17	84
34,000-35,999				10	31	25	28	182				4	28	9	13	80
32,000-33,999			1	8	40	26	14	189				4	28	18	15	73
30,000-31,999				3	33	21	20	187				3	23	16	8	74
29,000-29,999				2	13	10	4	80					11	8	3	24
28,000-28,999					10	10	1	59					13	2	1	27
27,000-27,999				1	6	4	2	47					3			19
26,000-26,999				1	3	1	3	33					5	1	1	15
25,000-25,999					3	1		27				1	2			5
24,000-24,999					4			12					3			3
23,000-23,999					2			4								
22,000-22,999					1			3								
21,000-21,999					2											1
20,000-20,999								2								
TOTAL	**45**	**84**	**119**	**354**	**441**	**426**	**903**	**2,006**	**64**	**78**	**101**	**204**	**375**	**374**	**507**	**841**

Excludes medical and law libraries.

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 1996-97

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Director		$112,590	45	$111,975	64	$112,229	109
Associate Director		76,567	84	76,510	78	76,540	162
Assistant Director		66,551	119	69,320	101	67,822	220
Head, Branch		49,756	354	54,806	204	51,603	558
Functional Specialist		41,515	441	42,228	375	41,842	816
Subject Specialist		44,801	426	47,444	374	46,037	800
Dept. Head:	Acquisitions	49,775	73	50,953	28	50,101	101
	Reference	51,645	86	51,275	39	51,529	125
	Cataloging	49,985	121	52,186	41	50,542	162
	Serials	48,594	24	51,654	14	49,722	38
	Documents / Maps	49,332	54	46,286	43	47,981	97
	Circulation	46,060	67	45,895	23	46,018	90
	Rare Books / Manuscripts	51,195	41	58,455	57	55,418	98
	Computer Systems	58,177	31	53,372	42	55,413	73
	Other	47,674	406	49,810	220	48,425	626
Reference:	Over 14 years experience	44,567	447	44,073	208	44,410	655
	10 to 14 years experience	37,823	185	39,553	57	38,231	242
	5 to 9 years experience	34,665	204	35,529	92	34,933	296
	Under 5 years experience	30,673	199	30,651	75	30,667	274
Cataloging:	Over 14 years experience	43,779	325	42,607	139	43,428	464
	10 to 14 years experience	39,842	100	40,196	42	39,947	142
	5 to 9 years experience	35,868	125	35,635	61	35,791	186
	Under 5 years experience	30,724	79	31,533	33	30,962	112
Other:	Over 14 years experience	46,591	157	48,275	61	47,062	218
	10 to 14 years experience	39,252	62	42,508	20	40,046	82
	5 to 9 years experience	34,157	60	36,108	30	34,807	90
	Under 5 years experience	32,224	63	30,654	23	31,804	86
All Positions		**$45,173**	**4,378**	**$48,805**	**2,544**	**$46,508**	**6,922**

Canadian salaries expressed in U.S. dollars. See Table 26 for salaries of Canadian librarians expressed in Canadian dollars.
Excludes medical and law libraries. See Tables 33 and 40 for salaries in medical and law libraries.

TABLE 16: NUMBER AND AVERAGE SALARIES OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 1996-97

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Director		*	1	*	4	$113,252	5
Associate Director		*	3	*	2	81,644	5
Assistant Director		*	13	*	3	67,284	16
Head, Branch		$49,802	40	$66,677	18	55,039	58
Functional Specialist		41,703	50	42,318	22	41,891	72
Subject Specialist		42,991	69	52,287	43	46,560	112
Dept. Head:	Acquisitions	*	6	*	1	47,406	7
	Reference	*	6	*	1	49,160	7
	Cataloging	*	8	*	3	48,139	11
	Serials	*	2	N/A	0	*	2
	Documents / Maps	52,437	6	N/A	0	52,437	6
	Circulation	*	9	*	1	43,078	10
	Rare Books / Manuscripts	N/A	0	*	1	*	1
	Computer Systems	*	2	*	1	*	3
	Other	45,661	31	48,548	15	46,603	46
Reference:	Over 14 years experience	45,559	48	45,437	9	45,540	57
	10 to 14 years experience	*	24	*	2	37,320	26
	5 to 9 years experience	37,138	29	37,187	15	37,154	44
	Under 5 years experience	31,643	35	30,182	10	31,318	45
Cataloging:	Over 14 years experience	44,714	54	42,554	21	44,109	75
	10 to 14 years experience	38,998	17	40,920	6	39,500	23
	5 to 9 years experience	*	20	*	3	36,595	23
	Under 5 years experience	*	17	*	3	31,699	20
Other:	Over 14 years experience	47,746	12	40,685	6	45,392	18
	10 to 14 years experience	*	1	*	2	*	3
	5 to 9 years experience	*	8	*	2	36,271	10
	Under 5 years experience	30,416	12	29,393	4	30,160	16
All Positions		**$42,946**	**523**	**$48,002**	**198**	**$44,335**	**721**

Excludes Canadian libraries.
Excludes medical and law libraries.
* - Salary data are not published when fewer than four individuals are involved in either category.
N/A - No positions were reported in this category.

TABLE 17: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 1996-97

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	27.5	45	27.6	64	27.5	109
Associate Director	23.7	84	23.2	78	23.5	162
Assistant Director	22.0	119	22.9	101	22.4	220
Head, Branch	19.8	354	19.7	204	19.8	558
Functional Specialist	12.6	441	12.8	375	12.7	816
Subject Specialist	16.1	426	18.5	374	17.2	800
Dept. Head: Acquisitions	19.7	73	20.9	28	20.0	101
Reference	19.3	86	16.4	39	18.4	125
Cataloging	19.2	121	20.3	41	19.5	162
Serials	18.8	24	21.4	14	19.7	38
Documents / Maps	21.4	54	19.3	43	20.4	97
Circulation	15.8	67	15.2	23	15.7	90
Rare Books / Manuscripts	21.3	41	20.8	57	21.0	98
Computer Systems	17.0	31	15.6	42	16.2	73
Other	17.4	406	18.0	220	17.6	626
Public Services	13.6	153	13.7	63	13.6	216
Technical Services	17.1	113	13.4	40	16.2	153
Administrative Services	14.2	76	16.5	31	14.9	107
Reference	13.6	1,035	14.7	432	13.9	1,467
Cataloger	16.4	629	15.5	275	16.1	904
All Positions	**16.3**	**4,378**	**17.1**	**2,544**	**16.6**	**6,922**

Includes Canadian libraries. See Table 27 for comparable figures in Canadian libraries only.
Excludes medical and law libraries. See Tables 34 and 41 for comparable figures in medical and law libraries.

TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 1996-97

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	30.0	1	31.5	4	31.2	5
Associate Director	27.0	3	25.0	2	26.2	5
Assistant Director	22.4	13	20.0	3	21.9	16
Head, Branch	22.0	40	23.3	18	22.4	58
Functional Specialist	13.1	50	11.4	22	12.6	72
Subject Specialist	14.8	69	20.0	43	16.8	112
Dept. Head: Acquisitions	20.0	6	27.0	1	21.0	7
Reference	17.3	6	16.0	1	17.1	7
Cataloging	21.1	8	17.0	3	20.0	11
Serials	27.5	2	N/A	0	27.5	2
Documents / Maps	19.0	6	N/A	0	19.0	6
Circulation	15.6	9	16.0	1	15.6	10
Rare Books / Manuscripts	N/A	0	13.0	1	13.0	1
Computer Systems	12.5	2	15.0	1	13.3	3
Other	16.2	31	19.5	15	17.3	46
Public Services	7.8	17	11.0	5	8.5	22
Technical Services	14.5	11	17.0	4	15.2	15
Administrative Services	19.6	5	6.8	5	13.2	10
Reference	11.9	136	9.6	36	11.4	172
Cataloger	16.6	108	18.8	33	17.1	141
All Positions	**15.3**	**523**	**16.8**	**198**	**15.7**	**721**

Excludes Canadian libraries.
Excludes medical and law libraries.
N/A - No positions were reported in this category.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE, FY 1996-97

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$31,268	418	$32,721	218	$31,766	636	9.2%
4 - 7 years	35,849	551	36,797	304	36,186	855	12.4%
8 - 11 years	39,444	580	41,203	316	40,064	896	12.9%
12 - 15 years	43,545	572	46,663	284	44,579	856	12.4%
16 - 19 years	47,523	580	50,947	328	48,760	908	13.1%
20 - 23 years	51,308	581	53,995	387	52,382	968	14.0%
24 - 27 years	53,772	513	56,033	319	54,639	832	12.0%
28 - 31 years	56,160	354	59,267	232	57,390	586	8.5%
32 - 35 years	54,787	155	65,853	96	59,020	251	3.6%
over 35 years	51,737	74	66,918	60	58,534	134	1.9%
All Positions	**$45,173**	**4,378**	**$48,805**	**2,544**	**$46,508**	**6,922**	**100.0%**

Canadian salaries expressed in U.S. dollars. See Table 28 for salaries in Canadian dollars.
Excludes medical and law libraries. See Tables 35 and 42 for salaries in medical and law libraries.

TABLE 20: NUMBER AND AVERAGE SALARIES OF MINORITY U.S. ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE, FY 1996-97

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$31,566	69	$31,425	23	$31,531	92	12.8%
4 - 7 years	36,358	79	38,021	26	36,770	105	14.6%
8 - 11 years	39,485	92	44,836	28	40,734	120	16.6%
12 - 15 years	41,415	51	41,667	17	41,478	68	9.3%
16 - 19 years	45,258	44	48,794	22	46,437	66	9.2%
20 - 23 years	50,402	52	50,064	18	50,315	70	9.7%
24 - 27 years	50,305	56	53,613	26	51,354	82	11.4%
28 - 31 years	54,899	47	57,476	20	55,668	67	9.3%
32 - 35 years	50,166	21	75,502	14	60,300	35	4.9%
over 35 years	50,216	12	63,571	4	53,555	16	2.2%
All Positions	**$42,946**	**523**	**$48,002**	**198**	**$44,335**	**721**	**100.0%**

Excludes Canadian libraries.
Excludes medical and law libraries.

TABLE 21: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE, FY 1996-97

Position	Years of Experience									
	0 - 3 years	4 - 7 years	8 - 11 years	12 - 15 years	16 - 19 years	20 - 23 years	24 - 27 years	28 - 31 years	32 - 35 years	over 35 years
Director	N/A	N/A	N/A	*	$93,253	$116,961	$110,255	$110,223	$121,668	$116,328
Associate Director	N/A	*	*	$74,191	75,661	79,141	78,466	76,306	70,727	*
Assistant Director	*	*	$55,560	62,398	66,181	70,000	69,158	71,304	64,141	76,907
Head, Branch	$36,107	$40,530	42,194	47,228	51,076	53,522	55,906	59,005	65,289	57,008
Functional Specialist	33,789	35,911	41,427	43,110	46,879	48,310	50,505	49,246	50,497	54,638
Subject Specialist	32,267	37,736	41,059	45,886	48,355	48,685	52,438	54,837	54,018	53,989
Dept. Head: Acquisitions	*	44,520	43,068	48,712	46,268	50,960	53,208	57,644	54,953	*
Reference	39,200	*	45,798	50,844	48,926	54,132	54,707	58,902	*	*
Cataloging	N/A	39,981	44,576	47,060	51,301	52,219	53,526	52,084	63,498	*
Serials	*	39,442	*	*	50,705	*	56,902	51,808	*	N/A
Documents / Maps	*	38,397	38,379	47,522	49,762	49,403	50,540	49,606	53,365	*
Circulation	*	39,272	44,419	47,106	46,258	48,939	51,986	*	*	*
Rare Books / Manuscripts	N/A	*	48,031	50,595	57,330	54,974	58,985	59,654	60,091	66,841
Computer Systems	*	49,411	48,557	60,723	55,485	62,339	64,316	*	*	N/A
Other	33,733	40,640	42,627	45,588	48,649	52,708	54,702	55,245	58,005	62,527
Public Services	29,154	32,477	35,820	39,596	42,985	43,446	45,767	45,214	*	41,312
Technical Services	32,369	34,062	36,240	43,854	42,388	45,967	44,640	50,388	51,627	47,414
Administrative Services	32,818	42,707	37,438	43,409	45,516	54,791	56,780	52,079	73,593	*
Reference	29,929	33,825	36,880	39,431	42,613	45,338	45,250	45,522	47,480	45,320
Cataloger	30,315	34,863	37,714	40,494	41,194	42,609	43,563	47,480	43,360	43,578
All Positions: Average Salary	**$31,766**	**$36,186**	**$40,064**	**$44,579**	**$48,760**	**$52,382**	**$54,639**	**$57,390**	**$59,020**	**$58,534**
No. of positions	**636**	**855**	**896**	**856**	**908**	**968**	**832**	**586**	**251**	**134**

Years of experience reflect total professional experience.
Canadian salaries expressed in U.S. dollars.
Excludes medical and law libraries.
N/A - No positions reported in this category.
* - Salary data are not published when fewer than four individuals are involved.

TABLE 22: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY TYPE OF INSTITUTION, FY 1996-97

Position		Canadian (13)		Private (30)		Public (66) *		Total (109)	
		Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		$79,695	13	$129,650	31	$110,426	65	$112,228	109
Associate Director		64,757	14	85,332	44	74,405	104	76,539	162
Assistant Director		53,806	19	72,953	83	66,469	118	67,822	220
Head, Branch		49,263	41	54,068	186	50,506	331	51,602	558
Functional Specialist		42,159	70	43,348	281	40,884	465	41,842	816
Subject Specialist		43,788	51	47,473	306	45,303	443	46,037	800
Dept. Head:	Acquisitions	47,837	8	48,773	34	51,173	59	50,101	101
	Reference	46,245	10	51,951	43	52,011	72	51,529	125
	Cataloging	45,699	12	52,756	68	49,414	82	50,542	162
	Serials	*	3	51,344	13	49,502	22	49,721	38
	Documents / Maps	44,865	12	46,928	23	48,975	62	47,981	97
	Circulation	45,537	7	44,834	29	46,715	54	46,017	90
	Rare Books / Manuscripts	48,780	11	59,540	30	54,528	57	55,417	98
	Computer Systems	53,982	8	58,946	24	53,622	41	55,412	73
	Other	47,042	70	50,111	209	47,687	347	48,424	626
Reference:	Over 14 years experience	43,726	100	44,082	167	44,727	388	44,410	655
	10 to 14 years experience	37,902	21	38,351	67	38,222	154	38,230	242
	5 to 9 years experience	32,277	35	36,886	86	34,504	175	34,933	296
	Under 5 years experience	30,667	25	33,551	58	29,790	191	30,666	274
Cataloging:	Over 14 years experience	43,962	62	44,320	165	42,665	237	43,427	464
	10 to 14 years experience	38,461	8	40,754	61	39,434	73	39,946	142
	5 to 9 years experience	38,975	9	36,997	82	34,448	95	35,791	186
	Under 5 years experience	*	2	33,579	50	28,872	60	30,962	112
Other:	Over 14 years experience	46,753	28	45,949	61	47,655	129	47,062	218
	10 to 14 years experience	37,894	8	41,306	27	39,688	47	40,046	82
	5 to 9 years experience	34,143	10	34,523	32	35,134	48	34,807	90
	Under 5 years experience	29,102	4	32,765	25	31,571	57	31,803	86
All Positions		**$44,462**	**661**	**$48,226**	**2,285**	**$45,860**	**3,976**	**$46,507**	**6,922**

( ) Indicates the number of ARL libraries in each category.
Canadian salaries expressed in U.S. dollars. For average Canadian salaries (expressed in U.S. dollars) refer to Table 24; Table 26 shows Canadian salaries in Canadian dollars.
Excludes medical and law libraries.
* - Salary data are not published when fewer than four individuals are involved.
* - Includes Ohio University.

TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS
BY SIZE OF PROFESSIONAL STAFF, FY 1996-97

Position		Staff Over 120* (5)		Staff 75-120 (24)		Staff 50-74 (33)		Staff 24-49 (47)	
		Salary	No.	Salary	No.	Salary	No.	Salary	No.
Director		$133,774	5	$129,230	24	$114,287	33	$99,809	47
Associate Director		83,045	13	77,429	66	76,418	44	73,002	39
Assistant Director		84,569	14	71,775	65	66,468	71	62,174	70
Head, Branch		55,725	88	54,098	207	50,757	129	45,852	134
Functional Specialist		44,814	137	42,630	258	40,975	235	39,656	186
Subject Specialist		47,704	140	48,435	303	43,364	245	43,310	112
Dept. Head:	Acquisitions	63,481	5	53,121	19	48,039	37	48,901	40
	Reference	56,059	15	54,056	28	51,430	33	48,765	49
	Cataloging	61,768	18	51,979	45	47,494	45	48,142	54
	Serials	*	2	53,820	10	46,330	9	47,619	17
	Documents / Maps	55,292	7	49,175	24	47,020	26	46,610	40
	Circulation	47,047	10	49,139	22	46,217	21	43,769	37
	Rare Books / Manuscripts	69,103	8	61,122	20	51,018	28	53,027	42
	Computer Systems	74,737	5	58,642	15	51,271	29	54,371	24
	Other	50,876	53	51,640	222	46,861	200	44,907	151
Reference:	Over 14 years experience	47,684	51	45,488	215	44,174	178	42,719	211
	10 to 14 years experience	41,520	20	39,416	81	37,366	61	36,866	80
	5 to 9 years experience	37,709	27	35,553	86	34,675	83	33,864	100
	Under 5 years experience	33,909	22	32,397	69	30,144	82	29,202	101
Cataloging:	Over 14 years experience	47,948	66	43,742	151	41,841	139	42,267	108
	10 to 14 years experience	43,019	17	41,475	69	36,679	27	37,549	29
	5 to 9 years experience	40,158	35	36,261	64	34,458	45	32,864	42
	Under 5 years experience	34,138	26	31,409	22	30,545	30	28,612	34
Other:	Over 14 years experience	50,614	24	47,048	75	46,892	74	45,470	45
	10 to 14 years experience	42,094	8	40,611	34	39,085	26	39,287	14
	5 to 9 years experience	36,529	11	36,021	31	34,057	26	33,120	22
	Under 5 years experience	33,516	11	32,048	31	29,078	24	33,751	20
All Positions		**$49,006**	**838**	**$48,201**	**2,256**	**$45,454**	**1,980**	**$44,436**	**1,848**

* - Prior to 1995-96, the first column of this table reported staff over 124, instead of 120.
( ) Indicates the number of ARL libraries in each category.
No ARL library has fewer than 24 staff members.
Canadian salaries expressed in U.S. dollars. For average Canadian salaries (expressed in U.S. dollars) refer to Table 24; Table 26 shows Canadian salaries in Canadian dollars.
Excludes medical and law libraries.
• - Salary data are not published when fewer than four individuals are involved.

TABLE 24: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FY 1996-97

Position		Northeast		North Central		South			West		Canada	Total
		New England (8)	Middle Atlantic (14)	East N.Central (17)	West N.Central (7)	South Atlantic (17)	East S.Central (5)	West S.Central (8)	Mountain (7)	Pacific (13)	(13)	(108)
Director		$122,510	$129,923	$116,836	$116,829	$115,316	$102,418	$101,073	$104,292	$121,752	$79,696	$112,229
Associate Director		84,542	90,287	73,442	78,120	74,550	66,477	70,180	69,381	78,619	64,757	76,540
Assistant Director		85,787	72,569	71,339	68,162	63,370	*	57,739	63,237	73,168	53,806	67,822
Head, Branch		57,254	55,532	49,893	46,489	45,797	45,511	44,610	50,631	57,256	49,263	51,603
Functional Specialist		45,049	43,146	39,276	41,125	40,399	36,213	35,063	40,068	47,943	42,160	41,842
Subject Specialist		50,587	47,339	44,016	42,967	40,318	39,894	36,188	42,495	54,295	43,789	46,037
Dept. Head:	Acquisitions	60,728	46,359	53,198	49,115	49,145	45,326	43,948	49,405	53,189	47,837	50,101
	Reference	55,898	55,141	53,255	50,516	47,979	48,699	48,237	48,152	56,450	46,245	51,529
	Cataloging	57,993	48,842	51,116	49,960	49,828	*	43,977	44,651	54,813	45,700	50,542
	Serials	*	*	52,150	*	47,594	*	*	*	53,661	*	49,722
	Documents/Maps	60,440	48,465	46,626	50,594	43,901	41,051	39,296	49,078	57,160	44,866	47,981
	Circulation	47,326	47,564	46,468	49,421	44,203	40,031	42,419	44,716	51,514	45,538	46,018
	Rare Books/Manuscripts	68,343	59,218	55,729	50,669	52,235	*	45,208	48,436	63,416	48,780	55,418
	Computer Systems	66,711	58,844	60,886	50,411	51,278	50,891	49,623	49,834	57,403	53,982	55,413
	Other	52,370	49,234	48,108	47,294	46,081	45,360	43,201	45,277	55,632	47,043	48,425
Reference:	Over 14 years experience	48,999	46,105	41,813	40,604	40,254	44,239	36,920	42,261	51,825	43,726	44,410
	10 to 14 years experience	41,708	39,102	36,949	34,924	35,300	36,460	33,796	34,833	45,612	37,902	38,231
	5 to 9 years experience	39,319	36,408	34,302	30,578	33,362	30,742	31,247	34,012	39,724	32,278	34,933
	Under 5 years experience	33,889	31,225	31,288	28,499	31,765	28,706	27,513	30,369	31,172	30,667	30,667
Cataloging:	Over 14 years experience	47,660	44,958	40,066	42,148	38,583	40,142	34,022	41,228	51,856	43,963	43,428
	10 to 14 years experience	44,135	41,939	37,393	36,773	36,457	35,948	32,761	36,708	45,122	38,461	39,947
	5 to 9 years experience	39,925	36,192	34,064	32,086	34,202	31,930	29,688	33,211	41,604	38,975	35,791
	Under 5 years experience	35,502	31,182	30,728	28,467	30,246	28,211	26,775	28,260	33,243	*	30,962
Other:	Over 14 years experience	50,417	47,004	48,911	53,078	42,355	43,328	43,802	42,530	52,517	46,754	47,062
	10 to 14 years experience	*	41,051	40,942	*	36,583	37,890	37,688	38,449	49,160	37,894	40,046
	5 to 9 years experience	40,003	34,721	35,922	*	33,889	34,453	33,269	32,464	*	34,143	34,807
	Under 5 years experience	35,768	30,991	30,711	*	28,327	*	37,283	31,067	38,230	29,103	31,804
All Positions:	**Average Salary**	**$50,679**	**$48,510**	**$45,646**	**$44,476**	**$43,777**	**$41,726**	**$40,282**	**$43,267**	**$53,147**	**$44,463**	**$46,508**
	No. of Staff	**753**	**1,024**	**1,152**	**401**	**956**	**267**	**413**	**422**	**873**	**661**	**6,922**

( ) Indicates number of ARL libraries included.
Canadian salaries expressed in U.S. dollars.
Excludes medical and law libraries.
* - Salary data are not published when fewer than four individuals are involved.

Region	No. of Libs.	ARL University Libraries Included	States/Provinces Included
Northeast			
1. New England	(8)	Boston; Brown; Connecticut; Dartmouth; Harvard; Massachusetts Institute of Technology; Massachusetts; Yale	Conn.; Mass.; Me.; N.H.; R.I.; Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J.; N.Y.; Pa.
North Central			
3. East North Central	(17)	Case Western Reserve; Chicago; Cincinnati; Illinois, Chicago; Illinois, Urbana; Indiana; Kent State; Michigan; Michigan State; Notre Dame; Northwestern; Ohio University; Ohio State; Purdue; Southern Illinois; Wayne State; Wisconsin	Ill.; Ind.; Mich.; Ohio; Wis.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington U.-St. Louis	Iowa; Kan.; Minn.; Mo.; Neb.; N. Dak.; S. Dak.
South			
5. South Atlantic	(17)	Delaware; Duke; Emory; Florida; Florida State; Georgia; Georgia Tech.; Georgetown; Howard; Johns Hopkins; Maryland; Miami; North Carolina; North Carolina State; South Carolina; Virginia; Virginia Tech	Del.; D.C.; Fla.; Ga.; Md.; N.C.; S.C.; Va.; W. Va.
6. East South Central	(5)	Alabama; Auburn; Kentucky; Tennessee; Vanderbilt	Ala.; Ky.; Miss.; Tenn.
7. West South Central	(8)	Houston; Louisiana State; Oklahoma; Oklahoma State; Rice; Texas; Texas A&M; Tulane	Ark.; La.; Okla.; Tex.
West			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz.; Colo.; Idaho; Mont.; Nev.; N. Mex.; Utah; Wyo.
9. Pacific	(13)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Stanford; Washington; Washington State	Alaska; Calif.; Hawaii; Ore.; Wash.
Canada	(13)	Alberta; British Columbia; Guelph; Laval; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Waterloo; Western Ontario; York	Alta.; B.C.; Man.; N. Br.; Newf.; N.S.; Ont.; P.E.I.; Que.; Sask.

Regions are based on the classification used by the U. S. Bureau of the Census in tabulations of the Current Population Survey.

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 25-28

TABLE 25: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN CANADIAN ARL UNIVERSITY LIBRARIES, FY 1996-97

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Yrs. Exp.
	FY 1997	FY 1996	FY 1997	FY 1996	FY 1997	FY 1996	FY 1997	FY 1997
Alberta	56	$57,790	$58,739	$55,526	$55,526	$33,144	$33,144	18.4
British Columbia	72	63,866	63,806	61,203	61,219	34,387	34,387	20.5
Guelph	24	60,836	58,918	63,020	60,596	32,270	32,270	17.9
Laval *	66	58,666	58,711	58,768	58,768	33,690	33,690	20.9
McGill	61	58,838	57,079	57,588	57,412	32,300	32,300	18.3
McMaster *	26	57,818	57,886	56,873	56,873	32,766	32,766	19.2
Manitoba	43	56,795	58,581	58,049	60,899	27,448	31,746	19.0
Queen's	34	49,682	49,936	48,500	48,470	30,945	30,945	16.1
Saskatchewan	26	58,239	59,058	59,466	60,787	29,884	29,884	18.8
Toronto *	143	69,391	63,696	67,909	66,928	33,100	33,100	17.9
Waterloo	34	55,220	54,463	54,874	54,017	31,905	34,233	18.2
Western Ontario *	34	54,600	55,210	56,467	56,570	37,690	37,690	19.3
York	42	60,160	62,078	65,156	61,514	36,990	37,105	18.0

Salaries expressed in Canadian dollars.
Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
Excludes Canadian medical and law libraries. See Tables 29 and 36 for statistics related to medical and law library salaries.
* - See Footnotes.

TABLE 26: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 1996-97

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Director		$114,350	6	$103,466	7	$108,490	13
Associate Director		88,036	9	88,367	5	88,154	14
Assistant Director		71,742	10	74,917	9	73,246	19
Head, Branch		66,359	26	68,281	15	67,062	41
Functional Specialist		57,460	34	57,327	36	57,392	70
Subject Specialist		58,270	26	61,003	25	59,610	51
Dept. Head:	Acquisitions	*	5	*	3	65,121	8
	Reference	*	7	*	3	62,954	10
	Cataloging	*	11	*	1	62,211	12
	Serials	*	3	N/A	0	60,299	3
	Documents / Maps	62,886	6	59,265	6	61,076	12
	Circulation	61,991	7	N/A	0	61,991	7
	Rare Books / Manuscripts	63,658	4	67,975	7	66,405	11
	Computer Systems	N/A	0	73,486	8	73,486	8
	Other	64,811	59	59,901	11	64,040	70
Reference:	Over 14 years experience	59,705	70	59,104	30	59,524	100
	10 to 14 years experience	*	18	*	3	51,596	21
	5 to 9 years experience	43,977	27	43,814	8	43,940	35
	Under 5 years experience	42,418	20	39,068	5	41,748	25
Cataloging:	Over 14 years experience	61,035	35	58,305	27	59,846	62
	10 to 14 years experience	*	5	*	3	52,358	8
	5 to 9 years experience	*	7	*	2	53,057	9
	Under 5 years experience	*	1	*	1	38,418	2
Other:	Over 14 years experience	64,465	21	61,188	7	63,646	28
	10 to 14 years experience	*	7	*	1	51,586	8
	5 to 9 years experience	*	9	*	1	46,479	10
	Under 5 years experience	*	3	*	1	39,618	4
All Positions		**$59,822**	**436**	**$61,893**	**225**	**$60,527**	**661**

Excludes Canadian medical and law libraries. See Tables 33 and 40 for salaries in medical and law libraries.
Salaries expressed in Canadian dollars.
* - Salary data are not published when fewer than four individuals are involved in either category.
N/A - No positions were reported in this category.

TABLE 27: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY POSITION AND SEX, FY 1996-97

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Director	28.3	6	24.3	7	26.2	13
Associate Director	23.3	9	27.6	5	24.9	14
Assistant Director	24.1	10	26.3	9	25.2	19
Head, Branch	21.3	26	21.6	15	21.4	41
Functional Specialist	15.0	34	16.7	36	15.9	70
Subject Specialist	17.1	26	24.2	25	20.6	51
Dept. Head: Acquisitions	22.4	5	18.7	3	21.0	8
Reference	18.0	7	20.0	3	18.6	10
Cataloging	19.2	11	30.0	1	20.1	12
Serials	18.7	3	N/A	0	18.7	3
Documents / Maps	23.2	6	21.8	6	22.5	12
Circulation	16.7	7	N/A	0	16.7	7
Rare Books / Manuscripts	20.8	4	22.1	7	21.6	11
Computer Systems	N/A	0	19.1	8	19.1	8
Other	18.9	59	16.5	11	18.5	70
Public Services	17.0	23	17.7	7	17.2	30
Technical Services	19.5	13	17.5	2	19.3	15
Administrations	14.5	4	25.0	1	16.6	5
Reference	15.3	135	17.6	46	15.9	181
Cataloger	20.3	48	21.8	33	20.9	81
All Positions	**17.9**	**436**	**20.3**	**225**	**18.7**	**661**

Excludes Canadian medical and law libraries. See Tables 34 and 41 for figures in medical and law libraries.
N/A - No positions were reported in this category.

TABLE 28: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS
BY YEARS OF EXPERIENCE, FY 1996-97

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$39,835	19	$39,196	9	$39,630	28	4.2%
4 - 7 years	49,259	48	45,382	17	48,245	65	9.8%
8 - 11 years	51,119	59	60,289	17	53,170	76	11.5%
12 - 15 years	56,031	44	55,124	18	55,768	62	9.4%
16 - 19 years	61,183	68	61,131	27	61,168	95	14.4%
20 - 23 years	62,940	65	64,526	47	63,605	112	16.9%
24 - 27 years	65,260	60	66,490	43	65,774	103	15.6%
28 - 31 years	71,699	48	69,115	37	70,574	85	12.9%
32 - 35 years	75,469	23	65,406	7	73,121	30	4.5%
over 35 years	*	2	*	3	72,484	5	0.8%
All Positions	**$59,822**	**436**	**$61,893**	**225**	**$60,527**	**661**	**100.0%**

Excludes Canadian medical and law libraries. See Tables 35 and 42 for salaries in medical and law libraries.
Salaries expressed in Canadian dollars.
* - Salary data are not published when fewer than four individuals are involved in either category.

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 29-35

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 1996-97

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	3	*	*	$23,100	12.3
Alberta (D)	7	$39,364	$38,843	24,347	14.7
Arizona	15	43,225	43,190	30,800	17.5
Boston University	7	39,749	39,260	26,500	9.9
British Columbia (D)	12	43,853	44,170	25,260	19.3
California, Davis **	10	50,832	49,992	30,420	14.2
California, Irvine	3	*	*	30,420	19.0
California, Los Angeles	15	56,725	60,036	30,420	19.5
California, San Diego	8	53,289	46,668	30,420	14.1
Case Western Reserve	15	41,354	39,676	24,613	19.3
Cincinnati **	19	38,931	38,847	25,000	14.6
Columbia	8	41,519	41,004	33,500	11.8
Connecticut	16	47,914	44,044	32,211	10.4
Dartmouth	9	39,156	38,756	28,565	9.9
Duke **	15	42,755	41,475	29,650	16.9
Emory **	15	40,259	38,070	28,000	13.5
Florida **	11	35,404	36,947	26,000	18.1
Georgetown	11	38,871	37,000	30,500	13.6
Harvard **	26	48,709	44,319	32,800	12.8
Howard **	6	36,221	36,094	34,362	18.2
Illinois, Chicago **	26	39,956	35,190	28,500	12.7
Iowa	8	42,782	41,185	26,915	19.5
Johns Hopkins **	18	49,814	48,912	35,098	14.2
Kansas **	14	36,853	34,356	30,000	11.1
Kentucky **	13	42,825	42,412	27,000	15.2
McGill (D)	10	39,607	37,736	23,727	17.5
McMaster (D) **	7	42,232	40,850	24,070	17.9
Manitoba (D)	7	30,896	28,083	23,320	12.1
Miami	9	44,161	41,864	28,000	27.6
Michigan **	11	38,890	37,292	29,500	13.7
Minnesota	15	41,110	37,416	28,000	17.0
Missouri **	9	35,820	34,171	25,000	16.1
Nebraska **	12	38,457	40,452	22,500	13.2
New Mexico **	18	35,661	33,184	30,000	12.2
New York University **	15	49,307	51,166	33,000	12.6
North Carolina **	26	39,672	40,560	27,700	13.8

D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
* - Salary data are not published when fewer than four individuals are involved.
** - See Footnotes.

BEST COPY AVAILABLE

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY MEDICAL LIBRARIES, FY 1996-97

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Northwestern	14	$38,118	$34,546	$26,750	12.2
Ohio State **	11	39,105	37,878	27,576	9.5
Oklahoma	8	32,751	36,828	21,000	8.4
Oklahoma State **	3	*	*	24,804	12.7
Pennsylvania	12	47,446	42,275	29,000	12.4
Pennsylvania State	5	42,753	42,210	31,500	17.8
Pittsburgh **	15	41,368	37,427	30,000	13.1
Queen's (D)	5	31,071	32,689	22,732	13.6
Rochester **	15	36,287	35,188	29,000	12.8
Saskatchewan (D)	2	*	*	21,953	13.5
South Carolina **	5	37,511	36,916	27,000	16.6
Southern California **	14	U/A	U/A	28,300	15.9
Southern Illinois **	4	*	*	29,000	14.8
Stanford	13	48,921	45,267	36,000	16.6
SUNY Buffalo **	18	39,477	38,943	27,000	14.6
SUNY Stony Brook	12	53,268	55,209	35,000	14.6
Temple **	11	40,195	37,682	27,000	16.2
Texas A&M **	12	36,945	36,286	27,000	15.8
Toronto (D) **	10	48,128	49,315	24,315	16.9
Tulane **	7	35,033	33,200	26,000	23.4
Utah **	11	35,845	35,265	25,000	13.5
Vanderbilt	16	43,860	43,812	27,500	11.9
Virginia	16	38,127	37,400	29,000	13.4
Washington	20	42,222	41,052	28,000	15.1
Washington U.-St. Louis **	15	41,236	36,833	32,872	17.3
Wayne State	8	33,817	33,609	32,000	11.8
Western Ontario (D) **	6	35,085	35,406	27,687	14.7
Wisconsin	18	40,776	38,142	27,788	18.2
Yale	11	44,116	42,831	32,700	11.6

BEST COPY AVAILABLE

D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
* - Salary data are not published when fewer than four individuals are involved.
** - See Footnotes.

TABLE 30: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FY 1996-97

Rank	Institution	Salary	Rank	Institution	Salary
1	Stanford	$36,000	31	Washington	$28,000
2	Johns Hopkins	35,098	35	Wisconsin	27,788
3	SUNY Stony Brook	35,000	36	North Carolina	27,700
4	Howard	34,362	37	Western Ontario	27,687
5	Columbia	33,500	38	Ohio State	27,576
6	New York University	33,000	39	Vanderbilt	27,500
7	Washington U.-St. Louis	32,872	40	Kentucky	27,000
8	Harvard	32,800	40	South Carolina	27,000
9	Yale	32,700	40	SUNY Buffalo	27,000
10	Connecticut	32,211	40	Temple	27,000
11	Wayne State	32,000	40	Texas A&M	27,000
12	Pennsylvania State	31,500	45	Iowa	26,915
13	Arizona	30,800	46	Northwestern	26,750
14	Georgetown	30,500	47	Boston University	26,500
15	California, Davis	30,420	48	Florida	26,000
15	California, Irvine	30,420	48	Tulane	26,000
15	California, Los Angeles	30,420	50	British Columbia	25,260
15	California, San Diego	30,420	51	Cincinnati	25,000
19	Kansas	30,000	51	Missouri	25,000
19	New Mexico	30,000	51	Utah	25,000
19	Pittsburgh	30,000	54	Oklahoma State	24,804
22	Duke	29,650	55	Case Western Reserve	24,613
23	Michigan	29,500	56	Alberta	24,347
24	Pennsylvania	29,000	57	Toronto	24,315
24	Rochester	29,000	58	McMaster	24,070
24	Southern Illinois	29,000	59	McGill	23,727
24	Virginia	29,000	60	Manitoba	23,320
28	Dartmouth	28,565	61	Alabama	23,100
29	Illinois, Chicago	28,500	62	Queen's	22,732
30	Southern California	28,300	63	Nebraska	22,500
31	Emory	28,000	64	Saskatchewan	21,953
31	Miami	28,000	65	Oklahoma	21,000
31	Minnesota	28,000			

Canadian salaries expressed in U.S. dollars.
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.

TABLE 31: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FY 1996-97

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Los Angeles	$60,036	31	Alberta	$38,843
2	SUNY Stony Brook	55,209	32	Dartmouth	38,756
3	New York University	51,166	33	Wisconsin	38,142
4	California, Davis	49,992	34	Emory	38,070
5	Toronto	49,315	35	Ohio State	37,878
6	Johns Hopkins	48,912	36	McGill	37,736
7	California, San Diego	46,668	37	Temple	37,682
8	Stanford	45,267	38	Pittsburgh	37,427
9	Harvard	44,319	39	Minnesota	37,416
10	British Columbia	44,170	40	Virginia	37,400
11	Connecticut	44,044	41	Michigan	37,292
12	Vanderbilt	43,812	42	Georgetown	37,000
13	Arizona	43,190	43	Florida	36,947
14	Yale	42,831	44	South Carolina	36,916
15	Kentucky	42,412	45	Washington U.-St. Louis	36,833
16	Pennsylvania	42,275	46	Oklahoma	36,828
17	Pennsylvania State	42,210	47	Texas A&M	36,286
18	Southern Illinois	42,108	48	Howard	36,094
19	Miami	41,864	49	Western Ontario	35,406
20	Duke	41,475	50	Utah	35,265
21	Iowa	41,185	51	Illinois, Chicago	35,190
22	Washington	41,052	52	Rochester	35,188
23	Columbia	41,004	53	Northwestern	34,546
24	McMaster	40,850	54	Kansas	34,356
25	North Carolina	40,560	55	Missouri	34,171
26	Nebraska	40,452	56	Wayne State	33,609
27	Case Western Reserve	39,676	57	Tulane	33,200
28	Boston University	39,260	58	New Mexico	33,184
29	SUNY Buffalo	38,943	59	Queen's	32,689
30	Cincinnati	38,847	60	Manitoba	28,083

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of medians.
Alabama; California, Irvine; Oklahoma State; and Saskatchewan are not ranked because they reported fewer than four individuals.

TABLE 32: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FY 1996-97

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Los Angeles	$56,725	31	Temple	$40,195
2	California, San Diego	53,289	32	Illinois, Chicago	39,956
3	SUNY Stony Brook	53,268	33	Boston University	39,749
4	California, Davis	50,832	34	North Carolina	39,672
5	Johns Hopkins	49,814	35	McGill	39,607
6	New York University	49,307	36	SUNY Buffalo	39,477
7	Stanford	48,921	37	Alberta	39,364
8	Harvard	48,709	38	Dartmouth	39,156
9	Toronto	48,128	39	Ohio State	39,105
10	Connecticut	47,914	40	Cincinnati	38,931
11	Pennsylvania	47,446	41	Michigan	38,890
12	Miami	44,161	42	Georgetown	38,871
13	Yale	44,116	43	Nebraska	38,457
14	Vanderbilt	43,860	44	Virginia	38,127
15	British Columbia	43,853	45	Northwestern	38,118
16	Arizona	43,225	46	South Carolina	37,511
17	Kentucky	42,825	47	Texas A&M	36,945
18	Iowa	42,782	48	Kansas	36,853
19	Duke	42,755	49	Rochester	36,287
20	Pennsylvania State	42,753	50	Howard	36,221
21	Southern Illinois	42,277	51	Utah	35,845
22	McMaster	42,232	52	Missouri	35,820
23	Washington	42,222	53	New Mexico	35,661
24	Columbia	41,519	54	Florida	35,404
25	Pittsburgh	41,368	55	Western Ontario	35,085
26	Case Western Reserve	41,354	56	Tulane	35,033
27	Washington U.-St. Louis	41,236	57	Wayne State	33,817
28	Minnesota	41,110	58	Oklahoma	32,751
29	Wisconsin	40,776	59	Queen's	31,071
30	Emory	40,259	60	Manitoba	30,896

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of averages.
Alabama; California, Irvine; Oklahoma State; and Saskatchewan are not ranked because they reported fewer than four individuals.

TABLE 33: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 1996-97

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Head, Medical		$84,598	31	$90,089	23	$86,937	54
Associate Director		62,194	31	63,206	6	62,358	37
Assistant Director		51,663	22	52,435	6	51,828	28
Head, Branch		48,089	15	54,253	4	49,386	19
Functional Specialist		39,462	36	37,214	35	38,354	71
Subject Specialist		37,231	22	44,271	6	38,739	28
Dept. Head:	Acquisitions	*	15	*	2	41,163	17
	Reference	45,926	31	50,395	4	46,437	35
	Cataloging	*	12	*	2	46,823	14
	Serials	40,888	9	N/A	0	40,888	9
	Documents / Maps	*	1	N/A	0	*	1
	Circulation	*	13	*	3	41,348	16
	Rare Books / Manuscripts	42,164	5	48,620	5	45,392	10
	Computer Systems	49,027	7	48,621	10	48,788	17
	Other	46,690	50	44,898	17	46,235	67
Reference:	Over 14 years experience	41,669	66	43,204	19	42,012	85
	10 to 14 years experience	38,947	32	39,056	8	38,969	40
	5 to 9 years experience	36,060	46	38,049	6	36,289	52
	Under 5 years experience	30,256	46	31,263	15	30,503	61
Cataloging:	Over 14 years experience	*	10	*	3	39,986	13
	10 to 14 years experience	*	4	*	1	40,365	5
	5 to 9 years experience	35,651	7	N/A	0	35,651	7
	Under 5 years experience	*	2	*	1	*	3
Other:	Over 14 years experience	43,718	28	41,681	4	43,463	32
	10 to 14 years experience	38,320	10	39,706	4	38,716	14
	5 to 9 years experience	*	14	*	1	33,382	15
	Under 5 years experience	34,759	12	32,690	4	34,242	16
All Positions		**$44,262**	**577**	**$47,797**	**189**	**$45,135**	**766**

Canadian salaries expressed in U.S. dollars.
* - Salary data are not published when fewer than four individuals are involved in either category.
N/A - No positions were reported in this category.

TABLE 34: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY POSITION AND SEX, FY 1996-97

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Head, Medical	24.6	31	23.2	23	24.0	54
Associate Director	21.5	31	19.2	6	21.2	37
Assistant Director	22.7	22	20.5	6	22.2	28
Head, Branch	20.9	15	24.5	4	21.7	19
Functional Specialist	10.4	36	8.1	35	9.2	71
Subject Specialist	13.5	22	13.2	6	13.4	28
Dept. Head: Acquisitions	15.5	15	20.5	2	16.1	17
Reference	16.8	31	17.8	4	16.9	35
Cataloging	19.7	12	18.5	2	19.5	14
Serials	16.1	9	N/A	0	16.1	9
Documents / Maps	26.0	1	N/A	0	26.0	1
Circulation	14.9	13	5.3	3	13.1	16
Rare Books / Manuscripts	17.2	5	17.8	5	17.5	10
Computer Systems	13.0	7	10.0	10	11.2	17
Other	16.7	50	11.6	17	15.4	67
Public Services	13.9	34	14.5	8	14.0	42
Technical Services	12.4	19	5.3	3	11.5	22
Administrative Services	10.8	11	15.0	2	11.5	13
Reference	11.8	190	11.8	48	11.8	238
Cataloger	14.1	23	14.2	5	14.1	28
All Positions	**15.0**	**577**	**13.7**	**189**	**14.7**	**766**

N/A - No positions were reported in this category.

TABLE 35: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS
BY YEARS OF EXPERIENCE, FY 1996-97

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$32,008	62	$36,065	33	$33,417	95	12.4%
4 - 7 years	35,789	88	37,056	26	36,078	114	14.9%
8 - 11 years	38,871	76	41,801	24	39,574	100	13.1%
12 - 15 years	43,317	69	45,326	27	43,882	96	12.5%
16 - 19 years	44,880	94	49,485	30	45,994	124	16.2%
20 - 23 years	51,871	76	54,297	15	52,271	91	11.9%
24 - 27 years	55,261	69	64,087	20	57,244	89	11.6%
28 - 31 years	58,832	28	80,153	6	62,594	34	4.4%
32 - 35 years	62,370	7	70,970	5	65,953	12	1.6%
over 35 years	*	8	*	3	58,293	11	1.4%
All Positions	**$44,262**	**577**	**$47,797**	**189**	**$45,135**	**766**	**100.0%**

Canadian salaries expressed in U.S. dollars.
* - Salary data are not published when fewer than four individuals are involved in either category.

ARL UNIVERSITY LAW LIBRARIES

Tables 36-42

TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LAW LIBRARIES, FY 1996-97

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Alabama	8	$33,700	$31,940	$25,000	12.5
Alberta (D)	5	39,382	39,790	24,347	16.4
Arizona	6	45,336	48,170	30,000	19.8
Arizona State **	7	48,964	48,093	26,000	20.9
Boston University	9	48,887	41,600	38,500	12.4
British Columbia (D)	3	*	*	25,260	30.0
California, Davis **	5	58,869	57,144	30,420	20.0
California, Los Angeles	11	55,825	57,144	30,420	12.6
Case Western Reserve	10	36,106	36,040	24,613	11.8
Cincinnati **	7	43,564	48,606	25,000	19.0
Colorado	8	41,368	39,036	31,000	16.4
Columbia	17	50,159	48,998	33,500	10.8
Connecticut	9	43,096	43,424	32,211	11.2
Cornell **	7	45,329	40,740	31,500	9.7
Duke **	10	48,038	44,545	29,650	14.9
Emory **	9	42,187	38,554	28,000	12.2
Florida **	11	42,145	40,350	30,000	20.5
Florida State **	9	37,796	39,102	25,500	15.0
Georgetown	22	53,482	48,297	33,000	15.6
Georgia **	9	42,862	42,037	30,000	17.8
Harvard **	40	56,127	56,664	32,800	12.7
Hawaii	5	44,946	45,912	33,312	18.4
Houston **	11	39,109	39,634	30,000	18.2
Howard **	9	38,428	38,909	34,362	10.3
Illinois, Urbana **	5	48,593	40,436	29,000	10.6
Indiana **	9	43,786	41,879	29,116	12.1
Iowa	13	49,352	44,850	23,910	14.7
Kansas **	6	36,613	35,350	26,000	12.2
Kentucky **	7	32,864	34,843	27,000	6.7
Louisiana State **	8	35,189	31,387	23,000	18.9
McGill (D)	6	39,162	39,281	23,727	17.7
Manitoba (D)	4	*	*	23,320	9.3
Miami	15	40,932	37,746	29,000	14.3
Michigan **	10	53,051	45,899	30,000	16.6
Minnesota	11	47,171	45,506	28,000	15.5
Missouri **	6	38,880	38,500	UA	11.3

D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
* - Salary data are not published when fewer than four individuals are involved.
** - See Footnotes.

BEST COPY AVAILABLE

TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF EXPERIENCE

ARL UNIVERSITY LAW LIBRARIES, FY 1996-97

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Yrs. Exp.
Nebraska **	5	$39,516	$39,618	$30,000	10.8
New Mexico **	4	*	*	30,000	16.8
New York University **	16	57,995	59,510	31,500	13.5
North Carolina **	9	42,169	37,445	28,000	18.3
Northwestern	9	43,067	43,220	26,750	13.9
Notre Dame	8	55,621	53,250	32,000	14.6
Ohio State **	7	40,362	37,470	31,500	9.9
Oklahoma	6	32,782	28,055	20,200	11.2
Oregon	4	*	*	30,000	14.8
Pennsylvania	13	48,869	47,200	29,000	12.8
Pittsburgh **	6	37,734	38,036	27,000	8.7
Queen's (D)	3	*	*	22,732	12.7
Rutgers, Camden **	8	45,715	39,184	39,184	11.1
Rutgers, Newark **	11	56,869	48,559	39,184	17.3
Saskatchewan (D)	3	*	*	21,953	9.3
South Carolina **	10	35,642	34,000	26,000	13.5
Southern Illinois **	7	45,895	47,332	29,500	13.3
Stanford	9	52,944	50,914	36,000	20.1
SUNY Buffalo **	11	40,467	43,224	27,000	14.1
Temple **	10	37,245	36,207	25,000	13.8
Tennessee	8	53,454	58,460	30,000	18.9
Texas **	22	37,619	32,259	24,000	15.3
Toronto (D) **	5	40,795	42,117	24,315	11.0
Tulane **	10	42,684	40,300	26,000	14.6
Utah **	7	38,967	38,400	27,000	12.4
Vanderbilt	9	43,185	37,550	27,500	14.1
Virginia	11	45,760	42,700	29,000	16.5
Washington	13	44,452	42,576	35,000	12.7
Washington U.-St. Louis **	4	*	*	25,992	9.3
Wayne State	4	*	*	32,000	15.3
Western Ontario (D) **	3	*	*	27,687	17.7
Wisconsin	15	39,130	35,696	27,788	15.7
Yale	15	55,907	50,650	32,700	16.7
York (D)	5	43,436	43,694	27,257	26.0

D - Canadian salaries expressed in U.S. dollars.
Directors are included in figures for average years of experience and filled positions, but not in either the average or median salary statistic.
* - Salary data are not published when fewer than four individuals are involved.
** - See Footnotes.

BEST COPY AVAILABLE

TABLE 37: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 1996-97

Rank	Institution	Salary	Rank	Institution	Salary
1	Rutgers, Camden	$39,184	33	Virginia	$29,000
1	Rutgers, Newark	39,184	37	Emory	28,000
3	Boston University	38,500	37	Minnesota	28,000
4	Stanford	36,000	37	North Carolina	28,000
5	Washington	35,000	40	Wisconsin	27,788
6	Howard	34,362	41	Western Ontario	27,687
7	Columbia	33,500	42	Vanderbilt	27,500
8	Hawaii	33,312	43	York	27,257
9	Georgetown	33,000	44	Kentucky	27,000
10	Harvard	32,800	44	Pittsburgh	27,000
11	Yale	32,700	44	SUNY Buffalo	27,000
12	Connecticut	32,211	44	Utah	27,000
13	Notre Dame	32,000	48	Northwestern	26,750
13	Wayne State	32,000	49	Arizona State	26,000
15	Cornell	31,500	49	Kansas	26,000
15	New York University	31,500	49	South Carolina	26,000
15	Ohio State	31,500	49	Tulane	26,000
18	Colorado	31,000	53	Washington U.-St. Louis **	25,992
19	California, Davis	30,420	54	Florida State	25,500
19	California, Los Angeles	30,420	55	British Columbia	25,260
21	Arizona	30,000	56	Alabama	25,000
21	Florida	30,000	56	Cincinnati	25,000
21	Georgia **	30,000	56	Temple	25,000
21	Houston	30,000	59	Case Western Reserve	24,613
21	Michigan **	30,000	60	Alberta	24,347
21	Nebraska **	30,000	61	Toronto	24,315
21	New Mexico	30,000	62	Texas	24,000
21	Oregon	30,000	63	Iowa	23,910
21	Tennessee	30,000	64	McGill	23,727
30	Duke	29,650	65	Manitoba	23,320
31	Southern Illinois	29,500	66	Louisiana State	23,000
32	Indiana	29,116	67	Queen's	22,732
33	Illinois, Urbana	29,000	68	Saskatchewan	21,953
33	Miami	29,000	69	Oklahoma	20,200
33	Pennsylvania	29,000			

Canadian salaries expressed in U.S. dollars
Beginning salary figures represent officially designated base, not necessarily salaries of actual incumbents.
** - See Footnotes.
Missouri did not provide a beginning professional salary and is therefore not included in these rankings.

TABLE 38: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES
RANK ORDER TABLE, FY 1996-97

Rank	Institution	Salary	Rank	Institution	Salary
1	New York University	$59,510	32	Cornell	$40,740
2	Tennessee	58,460	33	Illinois, Urbana	40,436
3	California, Davis	57,144	34	Florida	40,350
3	California, Los Angeles	57,144	35	Tulane	40,300
5	Harvard	56,664	36	Alberta	39,790
6	Notre Dame	53,250	37	Houston	39,634
7	Stanford	50,914	38	Nebraska	39,618
8	Yale	50,650	39	McGill	39,281
9	Columbia	48,998	40	Rutgers, Camden	39,184
10	Cincinnati	48,606	41	Florida State	39,102
11	Rutgers, Newark	48,559	42	Colorado	39,036
12	Georgetown	48,297	43	Howard	38,909
13	Arizona	48,170	44	Emory	38,554
14	Arizona State	48,093	45	Missouri	38,500
15	Southern Illinois	47,332	46	Utah	38,400
16	Pennsylvania	47,200	47	Pittsburgh	38,036
17	Hawaii	45,912	48	Miami	37,746
18	Michigan	45,899	49	Vanderbilt	37,550
19	Minnesota	45,506	50	Ohio State	37,470
20	Iowa	44,850	51	North Carolina	37,445
21	Duke	44,545	52	Temple	36,207
22	York	43,694	53	Case Western Reserve	36,040
23	Connecticut	43,424	54	Wisconsin	35,696
24	SUNY Buffalo	43,224	55	Kansas	35,350
25	Northwestern	43,220	56	Kentucky	34,843
26	Virginia	42,700	57	South Carolina	34,000
27	Washington	42,576	58	Texas	32,259
28	Toronto	42,117	59	Alabama	31,940
29	Georgia	42,037	60	Louisiana State	31,387
30	Indiana	41,879	61	Oklahoma	28,055
31	Boston University	41,600			

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of medians.
British Columbia; Manitoba; New Mexico; Oregon; Queen's; Saskatchewan; Washington U.-St. Louis; Wayne State; and Western Ontario are not ranked because they reported fewer than four individuals.

TABLE 39: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FY 1996-97

Rank	Institution	Salary	Rank	Institution	Salary
1	California, Davis	$58,869	32	Northwestern	$43,067
2	New York University	57,995	33	Georgia	42,862
3	Rutgers, Newark	56,869	34	Tulane	42,684
4	Harvard	56,127	35	Emory	42,187
5	Yale	55,907	36	North Carolina	42,169
6	California, Los Angeles	55,825	37	Florida	42,145
7	Notre Dame	55,621	38	Colorado	41,368
8	Georgetown	53,482	39	Miami	40,932
9	Tennessee	53,454	40	Toronto	40,795
10	Michigan	53,051	41	SUNY Buffalo	40,467
11	Stanford	52,944	42	Ohio State	40,362
12	Columbia	50,159	43	Nebraska	39,516
13	Iowa	49,352	44	Alberta	39,382
14	Arizona State	48,964	45	McGill	39,162
15	Boston University	48,887	46	Wisconsin	39,130
16	Pennsylvania	48,869	47	Houston	39,109
17	Illinois, Urbana	48,593	48	Utah	38,967
18	Duke	48,038	49	Missouri	38,880
19	Minnesota	47,171	50	Howard	38,428
20	Southern Illinois	45,895	51	Florida State	37,796
21	Virginia	45,760	52	Pittsburgh	37,734
22	Rutgers, Camden	45,715	53	Texas	37,619
23	Arizona	45,336	54	Temple	37,245
24	Cornell	45,329	55	Kansas	36,613
25	Hawaii	44,946	56	Case Western Reserve	36,106
26	Washington	44,452	57	South Carolina	35,642
27	Indiana	43,786	58	Louisiana State	35,189
28	Cincinnati	43,564	59	Alabama	33,700
29	York	43,436	60	Kentucky	32,864
30	Vanderbilt	43,185	61	Oklahoma	32,782
31	Connecticut	43,096			

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of averages.
British Columbia; Manitoba, New Mexico; Oregon; Queen's; Saskatchewan; Washington U.-St. Louis; Wayne State; and Western Ontario are not ranked because they reported fewer than four individuals.

TABLE 40: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FY 1996-97

Position		Women		Men		Total	
		Salary	No.	Salary	No.	Salary	No.
Head, Law		$101,032	29	$105,392	36	$103,447	65
Associate Director		64,441	25	57,850	11	62,427	36
Assistant Director		55,430	25	61,724	15	57,791	40
Head, Branch		*	1	N/A	0	*	1
Functional Specialist		41,823	25	42,638	16	42,141	41
Subject Specialist		50,370	12	41,646	4	48,189	16
Dept. Head:	Acquisitions	42,709	20	46,153	7	43,602	27
	Reference	50,846	18	50,746	14	50,802	32
	Cataloging	*	27	*	2	46,502	29
	Serials	34,775	7	N/A	0	34,775	7
	Documents / Maps	*	15	*	2	38,716	17
	Circulation	42,472	14	41,025	7	41,990	21
	Rare Books / Manuscripts	*	3	*	4	49,114	7
	Computer Systems	*	3	*	11	43,722	14
	Other	48,151	25	50,912	18	49,306	43
Reference:	Over 14 years experience	48,780	28	45,889	10	48,020	38
	10 to 14 years experience	*	12	*	3	43,711	15
	5 to 9 years experience	41,131	30	41,931	11	41,346	41
	Under 5 years experience	36,441	29	38,957	14	37,260	43
Cataloging:	Over 14 years experience	40,298	23	46,711	6	41,624	29
	10 to 14 years experience	*	11	*	2	39,998	13
	5 to 9 years experience	33,571	7	37,288	4	34,923	11
	Under 5 years experience	*	7	*	3	32,591	10
Other:	Over 14 years experience	41,379	14	44,034	4	41,969	18
	10 to 14 years experience	*	1	*	3	41,246	4
	5 to 9 years experience	*	10	*	1	38,238	11
	Under 5 years experience	*	2	*	6	31,628	8
All Positions		**$48,784**	**423**	**$56,147**	**214**	**$51,258**	**637**

Canadian salaries expressed in U.S. dollars.
* - Salary data are not published when fewer than four individuals are involved in either category.
N/A - No positions were reported in this category.

TABLE 41: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS
BY POSITION AND SEX, FY 1996-97

Position	Women		Men		Total	
	Years	No.	Years	No.	Years	No.
Head, Law	21.4	29	21.8	36	21.6	65
Associate Director	17.2	25	18.6	11	17.6	36
Assistant Director	19.2	25	14.1	15	17.3	40
Functional Specialist	12.7	25	9.4	16	11.4	41
Subject Specialist	15.0	12	11.5	4	14.1	16
Dept. Head: Acquisitions	19.3	20	15.3	7	18.2	27
Reference	14.9	18	14.3	14	14.7	32
Cataloging	19.0	27	14.0	2	18.7	29
Serials	6.1	7	N/A	0	6.1	7
Documents / Maps	15.1	15	5.0	2	13.9	17
Circulation	14.9	14	11.0	7	13.6	21
Rare Books / Manuscripts	13.3	3	10.3	4	11.6	7
Computer Systems	12.0	3	9.0	11	9.6	14
Other	18.5	25	14.5	18	16.8	43
Public Services	11.6	8	13.1	7	12.3	15
Technical Services	14.6	13	9.5	6	13.0	19
Administrative Services	16.3	6	1.0	1	14.1	7
Reference	10.3	99	9.6	38	10.1	137
Cataloger	14.6	48	12.4	15	14.1	63
All Positions	**15.0**	**423**	**13.6**	**214**	**14.5**	**637**

N/A - No positions were reported in this category.

TABLE 42: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS
BY YEARS OF EXPERIENCE, FY 1996-97

	Women		Men		Total		% of
Experience	Salary	No.	Salary	No.	Salary	No.	Total
0 - 3 years	$35,277	37	$36,259	30	$35,716	67	10.5%
4 - 7 years	38,777	67	42,934	36	40,230	103	16.2%
8 - 11 years	43,460	54	51,970	36	46,864	90	14.1%
12 - 15 years	50,064	56	55,958	28	52,029	84	13.2%
16 - 19 years	54,113	77	64,667	27	56,853	104	16.3%
20 - 23 years	53,687	66	69,513	25	58,035	91	14.3%
24 - 27 years	56,662	34	64,392	14	58,917	48	7.5%
28 - 31 years	61,890	25	81,998	10	67,635	35	5.5%
32 - 35 years	50,266	4	101,723	4	75,995	8	1.3%
over 35 years	*	3	*	4	75,602	7	1.1%
All Positions	**$48,784**	**423**	**$56,147**	**214**	**$51,258**	**637**	**100.0%**

Canadian salaries expressed in U.S. dollars.
* - Salary data are not published when fewer than four individuals are involved in either category.

ARL ANNUAL SALARY SURVEY 1996-97

Questionnaires and Instructions

ASSOCIATION OF RESEARCH LIBRARIES

ARL ANNUAL SALARY SURVEY 1996-97

UNIVERSITY LIBRARY QUESTIONNAIRE

Part I: Summary Data

Reporting Institution _____ Date Returned to ARL _____

Report Prepared by (name) _____

Title _____

Email address _____ Phone number _____

Contact person (if different) _____

Title _____

Email address _____ Phone number _____

1. **Beginning Professional Salary**	**Main**	**Law**	**Medical**
Beginning professional salary for 1996-97.	_____	_____	_____

*(**Note:** ARL will calculate the **1996-97 median and average** professional salaries for your library from the data you supply in Part II of this questionnaire.)*

2. **Footnotes** (Please compare with footnotes from surveys of previous years.)

a. Figures include salaries for main campus only.

_____ Yes _____ No _____ We have only one campus.

b. Other libraries not included:

_____

_____

_____

_____

_____

_____

21 Dupont Circle
Washington, D.C. 20036
202 296 2296 telephone
202 872 0884 fax

c. Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)

_____ 2 levels

_____ 3 levels

_____ 4 levels

_____ 5 levels

_____ more than 5 levels (please specify the number of levels: _____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

d. Other comments:

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **August 31, 1996.**
Please contact Martha Kyrillidou at (202) 296-2296 or martha@cni.org for assistance.

INSTNO _____
Check here if this sheet is for Medical Library Only _____
Check here if this sheet is for Law Library only _____
Sheet Number _____

ARL ANNUAL SALARY SURVEY 1996-97

UNIVERSITY LIBRARY QUESTIONNAIRE

Part II: Individual Data

Reporting Library _____

Confidential Detach before mailing form to the ARL office Name / ID	Line	Salary	Job	Sex	OEO cat	Yrs Exp	Rank	Percent appointment
	1							
	2							
	3							
	4							
	5							
	6							
	7							
	8							
	9							
	10							
	11							
	12							
	13							
	14							
	15							
	16							
	17							
	18							
	19							
	20							
	21							
	22							
	23							
	24							
	25							

Please duplicate this sheet if you need additional lines, and return
the completed questionnaire to the ARL Statistics and Measurement Program by **August 31, 1996**.
Please contact Martha Kyrillidou at (202) 296-2296 or martha@cni.org for assistance.

ARL ANNUAL SALARY SURVEY 1996-97

UNIVERSITY LIBRARY QUESTIONNAIRE

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Individual salaries for the general, law, and medical library may be reported on the enclosed disk, using LOTUS 1-2-3 or Microsoft Excel (for Macintosh users). See "Instructions for Data Inputters" for each software package. Please DO NOT alter the worksheets on the disks in any way; do not change any page or line numbers. We **cannot** accept data in WordPerfect format because of uploading and conversion problems. If you are not able to produce data that can be saved in either Lotus or Excel, please submit your data using the printed forms. [If you have a word processing file with your data in properly labeled columns, you may submit a print-out of that file in lieu of the pre-printed forms.]

3. Salaries should be reported for both full-time and part-time professional positions. Salaries for part-time positions should **NOT** be converted to their full-time equivalents; report the actual part-time salary paid, and indicate the percent appointment for that employee in the appropriate column.

4. To calculate the percent appointment, if less than 1.00, which stands for 100%, divide the months the employee works by the number of months considered to be the norm for full-time employment at your institution (or the number of hours per week an employee works by the number of hours per week considered to be the norm for full-time employment at your institution). For example, if a full-time appointment at your institution is 12 months, a 9-month part-time appointment would be .75, i.e. 75%. If a full-time appointment at your institution is 40 hours per week, an appointment at 30 hours per week is also .75. To calculate the percent appointment for an employee who works 30 hours a week and only for 9 months a year, when the norm for full-time employment is 40 hours a week and a 12-month appointment, multiply the percent appointment per week by the percent appointment per year, i.e. .75 x .75 = .56.

5. Percent appointment should be rounded to two decimal places; do NOT use whole numbers (e.g., enter .65, not 65 or 65%). All other numbers (e.g. salaries, years of experience) should be rounded to the **nearest whole number**.

6. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds **or from special funds such as research grants**. Please include all professionals involved in the provision of library services, including **contract-supported positions**.

7. The salary figures should be straight gross salary figures. **Do not include fringe benefits**.

8. Salary figures should be reported in digits only; do NOT use "$" or "," (e.g., 25470, not $25,470).

9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.

10. After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL

does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

11. The questionnaire should be returned to the ARL Office by August 31, 1996. If you are providing the individual data on the diskette, please return the diskette in the mailer, along with Part I of the survey **and a printout of the data file**. **Be sure to keep a complete copy of your return, including the diskette, for your files**.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with general information for the current fiscal year, 1996-97.

2. Please include the Beginning Professional Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank.

3. **Question 1**. The Beginning Professional Salary is the salary that **would** be paid to a **newly-hired professional without experience**, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library, even if it is your practice rarely to hire entry-level professionals without experience.

   Please report the **1996-97** Beginning Professional Salary to the best of your knowledge as it exists on July 1, 1996. Do not delay returning your survey with the expectation that more information will be available later.

4. The 1996-97 Average and Median Salary figures will be calculated by ARL from the individual data supplied.

5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests information on salary, sex, minority status, rank, and years of experience for all filled positions for fiscal year 1996-97. Vacant positions should be excluded from your report. No optional data are requested this year. The survey requests information for individuals; aggregate data for each institution will be generated by computer.

2. Data for the general, law, and medical libraries may be reported on the enclosed microcomputer diskette; see #4 below for specific instructions.

3. **Survey Form.** If you are not able to submit the data on the diskette, please use the enclosed forms. Photocopy additional sheets if you cannot list all professional positions in the space provided. You may also use a print-out from a word-processing document with all columns correctly ordered and labeled.

   If you are reporting on paper forms only, list information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. Check the appropriate box at the top of the form to indicate when a sheet is only for Law or Medical library staff.

   The left-hand column labeled "Name/ID" has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. **Diskette.** The floppy diskette contains data input files for general, law, and medical library data in Lotus 1-2-3 or Microsoft Excel formats. They are labeled as follows:

	Lotus 1-2-3	Excel
General	ARL6xxxx.WKS	ARL6xxxx.XL
Law	LAW6xxxx.WKS	LAW6xxxx.XL
Medical	MED6xxxx.WKS	MED6xxxx.XL

   xxxx = Library identification number; see label on the enclosed diskette. The file names this year have a "6" preceding the four-digit library identification number, to distinguish them from, and prevent overwriting of, files you may have created in prior years.

   The files contain empty worksheets with columns labeled as follows:

Name/ID	LibID	Page	Line	Salary	Job	Sex	OEOcat	Yrsexp	Rank	Percent

   The first entry in the column labeled "LibID" is already filled in so there will be no question about the institutional identity of the diskettes as they are received. If the diskette has been damaged in any way, or if the number in the LibID column is not the same as the number printed on the return address label (on the diskette mailer), please call the ARL Office for instructions.

   Detailed instructions for inputting data in each format are enclosed. **Please do not alter any formats, page or line numbers; please do not submit data using word processing software** (use printed sheets instead).

   After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file, if you wish to refer to this file in the future. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

5. **Salary.** Enter the individual salaries ***as they exist*** on July 1, 1996. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use "$" or "," in reporting in figures (e.g., 25470, not $25,470).

6. **Position Code (Job).** The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes.

DIRLIB	Director of Libraries (or equivalent title; refers to chief executive)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDCAT	Head, Catalog Department/Unit
HDCIRC	Head, Circulation
HDCOMP	Head, Library and Computer Systems
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDRBM	Head, Rare Book/Manuscripts Department
HDREF	Head, Reference Department
HDSER	Head, Serials Department
HDOTH	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMIN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category that is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.

Associate or Assistant Director, and Head, Other Branch: Use these codes for all persons at these levels regardless of the area of specialty. If an assistant or associate director is also head of a department, choose the category that most reflects the general duties of the person currently in the position.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, preservation, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS). The "specialist" category would generally not be used for someone with significant supervisory responsibilities, who should instead be listed as a department head or assistant director (see also note under Assistant Department Head, below).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the

department that handles all cataloging, or for the head of a specialized cataloging unit (e.g. copy cataloging or foreign languages). List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: (a) head of a department that is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc.; (b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; (c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries that split these two functions between two departments should report more than one professional with the position HDACQ.

[*Special note concerning Assistant Department Heads*. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." See additional subcodes below for Head, Cataloging, and Head, Other Department. However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.]

7. **Sex.** Indicate either M or F, for male and female, respectively. Please use only the letter indicated; do not spell out the word.

8. **Minority status code (OEOCat).** U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if vacant):

   1 Black
   2 Hispanic
   3 Asian or Pacific Islander
   4 American Indian or Native Alaskan
   5 Caucasian/Other

9. **Total years of professional experience (Yrsexp).** Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.

10. **Rank.** Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

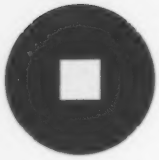
Do not use roman numeral rank levels. Convert your local ranking system if necessary.

Complete the column labeled "Rank Code" using the following codes:

0	A rank normally occupied solely by the library director and/or assistant and associate directors.
9	Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
1	Lowest level in the rank structure.
2	Next highest level in the rank structure.
3-8	Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

When counting the total number of rank levels, include ranks that may be unoccupied at the present time due to circumstances like unusually high turnover, hiring freezes, etc.

11. **Percent.** Change the 100% appointment to less than that **only** for part-time people. Enter percent with decimal points. For example, a 65% appointment would be entered as .65.



ASSOCIATION OF RESEARCH LIBRARIES

ARL ANNUAL SALARY SURVEY 1996-97

NONUNIVERSITY LIBRARY QUESTIONNAIRE

Part I: Summary Data

Reporting Institution _____ Date Returned to ARL _____

Report Prepared by (name) _____

Title _____

Email address _____ Phone number _____

Contact person (if different) _____

Title _____

Email address _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1995-96 and 1996-97.

2. Median professional salary for fiscal year 1996-97. _____

3. Beginning professional salary for 1996-97. _____

4. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

   _____ Yes _____ No _____ We do not have a Law Library.

   b. Medical Library salaries are included.

   _____ Yes _____ No _____ We do not have a Medical Library.

   c. Branch libraries not included (please attach an additional sheet if necessary):

   _____

   _____

5. Other comments (please attach an additional sheet if necessary):

   _____

   _____

21 Dupont Circle
Washington, D.C. 20036
202 296 2296 telephone
202 872 0884 fax

83

Indicate the number of filled professional positions
in each salary range for fiscal years 1995-96 and 1996-97.

Salary Range	Number of Positions 1995-96	1996-97
$200,000 or more		
175,000 - 199,999		
150,000 - 174,999		
140,000 - 149,999		
130,000 - 139,999		
120,000 - 129,999		
110,000 - 119,999		
100,000 - 109,999		
95,000 - 99,999		
90,000 - 94,999		
85,000 - 89,999		
80,000 - 84,999		
75,000 - 79,999		
70,000 - 74,999		
65,000 - 69,999		
60,000 - 64,999		
55,000 - 59,999		
50,000 - 54,999		
48,000 - 49,999		
46,000 - 47,999		
44,000 - 45,999		
42,000 - 43,999		
40,000 - 41,999		
38,000 - 39,999		
36,000 - 37,999		
34,000 - 35,999		
32,000 - 33,999		
30,000 - 31,999		
29,000 - 29,999		
28,000 - 28,999		
27,000 - 27,999		
26,000 - 26,999		
25,000 - 25,999		
24,000 - 24,999		
23,000 - 23,999		
22,000 - 22,999		
21,000 - 21,999		
Less than 21,000		
Total Number of Positions		

Please return the completed questionnaire to the
ARL Statistics and Measurement Program by **August 31, 1996.**
Please contact Martha Kyrillidou at (202) 296-2296 or martha@cni.org for assistance.

ARL ANNUAL SALARY SURVEY 1996-97

NONUNIVERSITY LIBRARY QUESTIONNAIRE

GENERAL INSTRUCTIONS

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, and including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled positions. Vacant positions should be excluded from your report.

3. Report 1996-97 salaries ***as they exist*** on July 1, 1996. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The Median Salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure that is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. Please return the questionnaire to the ARL Statistics and Measurement Program Office by **August 31, 1996.**

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 1996-97

ARIZONA STATE	Includes main and west campus.
BRIGHAM YOUNG	Excludes law library.
BROWN	Includes the John Carter Brown Library.
CALIFORNIA, BERKELEY	Excludes "affiliated" libraries on campus, which are independently or departmentally administered (e.g. Institutes for Governmental Studies, Transportation Studies, Industrial Relations, Water Resources Center Archive, Architectural Slide Library, Chicano Studies Library, Asian American Studies Library, etc.). Assistant, Associate, and (full) Librarian ranks comprise 14 partly-overlapping salary steps. Assistant, Associate, and (full) University Librarian ranks are each assigned ungraduated salary ranges, also partly overlapping, with the University Librarian title only administered under the University's Executive personnel program. Some appointees in the AUL/UL/Director series do not actually hold MLS degrees, and additionally hold nominal or part-time faculty appointments. Salaries given represent Library compensation only.
CALIFORNIA, DAVIS	Head of Serials also serves as Head of Cataloging.
CALIFORNIA, SANTA BARBARA	Includes salaries for professional staff members who are not librarians: Specialist, Programmer/Analyst.
CANADA INSTITUTE FOR SCIENTIFIC AND TECHNICAL INFORMATION	Last year, CISTI included all positions, instead of just professional positions, which is why the total number of positions looks dramatically lower this year.
CHICAGO	Salaries for staff at the law and medical libraries are included in the reporting for the main library.
CINCINNATI	Includes figures for the University of Cincinnati main campus and its two branch campuses at Clermont and Raymond Walters College.
CORNELL	Excludes Cornell Medical Library.
DELAWARE	Excludes the salaries of staff of libraries not directly reporting to the Director of Libraries.
DUKE	Includes Fuqua School of Business Library and the Divinity Library, though both are independent and separately administered from the main library system.
EMORY	Salaries effective September 1, 1996. Includes all Emory libraries. Includes salaries for library staff at the Oxford Campus and all hospital library branches. Rank structure is used in the General Libraries only.
FLORIDA	In *ARL Annual Salary Survey 1995-96*, Table 29 incorrectly reported 21 filled positions for the medical library; there were only 13 filled positions. Revised figures for Table 29, 1995-96 are as follows: Average salary, $35,374; Median salary, $36,878; Beginning Salary, $26,000 (no change); Average Years Experience, 18.2.
FLORIDA STATE	Excludes Developmental Research School.
GEORGIA	Beginning salary is $34,000 with both MLS/JD at the law library.
HARVARD	Includes all libraries on the Boston and Cambridge campuses, including the Schlesinger Library at Radcliffe College. Excludes Biblioteca Berernson in Florence, Italy; and the Center for Hellenic Studies and the Dumbarton Oaks libraries in Washington, DC.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 1996-97

HOUSTON	Salaries effective September 1, 1996.
HOWARD	A three-step rank structure is used at the Law library, whereas no rank structure is used in either the "general" or the Medical libraries. In 1995-96, the medical library data was included with the main library data.
ILLINOIS, CHICAGO	Salaries effective September 1, 1996. Beginning salary is $28,500 for first year Resident Librarians. Beginning salary is $32,000 for tenure track positions.
ILLINOIS, URBANA	Salaries effective August 21, 1996.
INDIANA	Excludes Indianapolis School of Law, Dentistry, and Medicine Library; IUPUI University Library, Herron School of Art Library, Columbus Library, and Science & Engineering Library; and other campus libraries at IU East, IU Kokomo, IU Northwest, IU Southeast, IU South Bend, and IUPU at Fort Wayne.
JOHNS HOPKINS	Excludes Applied Physics Laboratory and School of Advanced International Studies in Bologna, Italy. Figures from the Welch Medical Library do not include the Genome Data Base or the Welch Laboratory for Applied Bioinfomatics.
KANSAS	Excludes University of Kansas School of Medicine Library in Wichita. Salaries reported for the main library include the Lawrence and Edwards campuses. Salaries reported for the medical library include the Dykes Library and Clendening History of Medicine Library.
KENTUCKY	Excludes Community College Libraries.
LAVAL	Since there is one general library, data for staff in law and medical libraries cannot be disaggregated. There is no independent administration, or separate facilities, for either a law or a medical library.
LIBRARY OF CONGRESS	Salaries include professional and administrative positions.
LINDA HALL LIBRARY	Excludes branch library in New York.
LOUISIANA STATE	In 1995-96, a veterinary medicine library was incorrectly included as a medical library. This year, staff from this library have been included with the main library.
McMASTER	Salary ranges have not changed from those in effect for the 1992-93 salary year. Agreement on salary increase, usually effective July 1, has not yet been reached. Rank structures are not employed. Salary ranges are based on total classification points for each librarian.
MICHIGAN	Excludes Bentley Historical, Clements, Gerald Ford Presidential, Business, and Resident Hall Libraries. Beginning salary is $34,000 with both MLS/JD at the law library.
MISSOURI	Salaries at the law library are as of September 1, 1996. Beginning salary is unavailable for the law library.
NATIONAL AGRICULTURAL LIBRARY	All salaries are now tracked with benefits.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 1996-97

NEBRASKA	Beginning salary is $30,000 with both MLS/JD at the law library. The former Dean of Libraries (now Associate Vice Chancellor for Information Services) is still a member of the Library Faculty but is no longer on the Libraries' budgets. He has not been included in this year's survey.
NEW MEXICO	Excludes Bainbridge Bunting Slide Library, College of Education Tireman Education Resource Center, Harwood Foundation, Native American Studies Center Library, Gallup Branch Campus Library, Los Alamos Branch Campus Library, Santa Fe Graduate Center Library, Taos Education Center, and Valencia Branch Campus. The UNM Health Sciences Center Library, the UNM Law School Library, and the UNM General Library are autonomous libraries within the University of New Mexico, administered and funded separately from one another. A seven-step rank structure is used at the Medical library, whereas a four-step rank structure is used in both the "general" and Law libraries.
NEW YORK UNIVERSITY	Salaries effective September 1, 1996.
NEW YORK PUBLIC LIBRARY	Excludes positions at New York Public Library Branch libraries.
NORTH CAROLINA	Salaries effective September 1, 1996.
OHIO UNIVERSITY	Excludes OU-Lancaster, OU-Chillicothe, OU-Eastern, OU-Southern, and OU-Zanesville.
OHIO STATE	Includes salaries of librarians at four regional campuses, the Agricultural Technical Institute, and the Ohio Agricultural Research and Development Center.
OKLAHOMA STATE	Includes branch libraries in Oklahoma City and Okmulgee. Medical library data are for the College of Osteopathic Medicine Library in Tulsa. The Library faculty will receive a salary increase averaging five percent beginning on October 1, 1996. Increases for each position will be based upon merit and certain other factors.
PITTSBURGH	Excludes regional campuses at Bradford, Greensburg, Johnston, and Titusville. A four-step rank structure is used at the Medical library, whereas a five-step structure is used at the "general" and Law libraries.
PRINCETON	Includes Forrestal Campus.
ROCHESTER	Excludes Eastman School Ensemble Library and Eastman School Recording Arts & Services.
RUTGERS	Excludes School of Management and Labor Relations Library; and Center for Alcohol Studies Library.
RUTGERS, CAMDEN (LAW)	The ranks for librarians are: Librarian III or Assistant Professor, generally an entry level position; Librarian II or Associate Professor, generally awarded after tenure is achieved; Librarian I or Professor. Two other levels, Professor I and Professor II, are possible but are generally reserved for distinguished professors, a level achievable by librarians but exceedingly rare.
RUTGERS, NEWARK (LAW)	Beginning professional salary is for rank 2. We normally do not hire at rank 1.
SOUTH CAROLINA	Excludes branch campus libraries of the USC system. USC Library Faculty hold the rank of Librarian.
SOUTHERN CALIFORNIA	Excludes law library. Medical library data includes medical and dental libraries.

FOOTNOTES TO ARL ANNUAL SALARY SURVEY 1996-97

SOUTHERN ILLINOIS	Excludes staff in Ulysses S. Grant Association.
	A four-step rank structure is used at the Medical library, whereas a three-step structure is used at both the "general" and Law libraries.
SUNY - ALBANY	Individuals who are not part of the rank structure are not librarians but have second level administrative or supervisory responsibilities.
SUNY - BUFFALO	SUNY established the rank of Distinguished Librarian this year. SUNY - Buffalo does not have anyone in this new rank to date.
TEMPLE	A five-step rank structure is used at both the "general" and Medical libraries, whereas no rank structure is used at the Law library.
TEXAS	Includes General Libraries, Harry Ransom Humanities Research Center, and the Center for American History.
	Beginning January 1996, in accordance with Senate Bill 102 of the 74th Texas Legislature, "benefit replacement pay" is considered to be part of total compensation, and is therefore included in the salary figures. "Benefit replacement pay" covers a portion of the employee's contribution to OASI; previous to 1996, this amount was considered to be a fringe benefit. "Benefit replacement pay" does not represent an increase in actual compensation to the employee.
TEXAS A&M	Excludes Geosciences Library at Galveston.
	Beginning professional salary for librarians is $27,000; for other professionals, $24,000.
TORONTO	Salary scales have remained the same since 1992-93.
	In *ARL Annual Salary Survey 1995-96*, Tables 4, 25, and 29 reported average and median salaries incorrectly. Revised figures for 1995-96 follow. Table 4: Average salary, US$45,818; Median salary, US$48,447. Table 25: Average salary, CAN$63,202; Median salary CAN$66,828. Table 29: Average salary, US$46,389; Median salary, US$48,510.
TULANE	Excludes Tulane Regional Primate Center Library.
UTAH	A six-step rank structure is used at the Law library, whereas a four-step structure is used at the "general" and Medical libraries.
WASHINGTON U.-ST. LOUIS	Beginning salary is $32,532 with both MLS/JD at the law library.
	While there is no ranking structure for professionals in the main library, the medical library does use a rank structure with two levels.
WESTERN ONTARIO	Excludes Affiliated College Libraries (King's College, Brescia College, Huron College).

ARL STATISTICS AND MEASUREMENT

PUBLICATIONS

The Age Demographics of Academic Librarians: A Profession Apart. Stanley J. Wilder. December 1995. ISBN 0-918006-77-5. 88pp. $30.

Based on data from the ARL Annual Salary Survey, this report describes age demographics of ARL librarians and makes startling retirement projections for this group. The report reviews the implications for the future of higher education, touching on matters such as race and ethnicity of librarians, differences among groups of librarians with special assignments, and the growing demands of the information age. It also examines the shape and movement of the ARL librarian age profile and correlates it to the 1960s period of baby boom growth in higher education.

Annual Publications

ARL Statistics. ISSN 0147-2135. Standing orders: $65 ($35 ARL members).

The standard resource for information on research library operations and trends. Compiled annually, presenting data on a wide range of topics including collections size and growth, materials and operating expenditures, staffing, and public service activities.
Includes graphs comparing historical data. Also available on the World Wide Web <URL:http://arl.cni.org/stats/Statistics/stat.html> and on disk $15.

ARL Academic Law and Medical Library Statistics. ISSN 1088-1093. Standing orders: $65 ($35 ARL members).

Presents data on a wide range of topics for academic law and medical libraries including collections size and growth, materials and operating expenditures, staffing, and public service activities.

Developing Indicators for Academic Library Performance: Ratios from the ARL Statistics. ISSN 1084-9459. $50 ($25 ARL members).

This book presents 30 selected ratios that describe changes in internal library operations, as well as resources per faculty and per student, for the ARL university libraries over a two-year period. It enables managers to analyze and compare resources in peer institutions. A brief overview of the context of ratio analysis and the development of performance indicators in higher education and academic libraries is also included.

ARL Preservation Statistics. ISSN 1050-7442. Standing orders: $65 ($35 ARL members).

Annual compilation of data on current levels of preservation efforts and reports on the key organizational, functional, and fiscal components comprising ARL preservation programs. Includes descriptive indices of preservation activities in research libraries, preservation staffs and expenditures, and productivity.

To order contact ARL Publications: Email–pubs@cni.org, Phone–202-296-2296.

21 Dupont Circle
Washington, D.C. 20036
202 296 2296 telephone
202 872 0884 fax

ASSOCIATION OF RESEARCH LIBRARIES

FOR IMMEDIATE RELEASE

For further information please contact:
Julia C. Blixrud
Senior Program Officer
jblix@cni.org

December, 1996

Research Librarians' Salaries At a Stalemate

The newly released *ARL Annual Salary Survey 1996-97* reports that the median salary figure for university libraries is $43,170; for nonuniversity libraries it is $51,150. The median beginning professional salary at university libraries is $27,687; for nonuniversity libraries it is $28,380. Although the median university salary figure increased from $41,901 in FY 1995-96 to $43,170 in FY 1996-97, there is no real increase in the purchasing power of librarians when inflation is taken into account.

The average salary for female directors in university libraries is slightly higher this year than for male directors, .55% higher. At medical libraries, female directors earn 6.1% less than male directors. At law libraries they earn 4.1% less. In most job categories, women continue to earn lower salaries than men.

Minority librarians in the 96 U.S. university libraries number 853 and account for 11.28% of ARL's U.S. library professionals. Minorities in research libraries continue to be disproportionately distributed across the country and are underrepresented in the New England, West North Central, East South Central, West South Central, and Mountain regions. The salary differential separating minority average salaries from overall average salaries is $2,173, or 4.9% lower for minority staff.

The *ARL Annual Salary Survey 1996-97* is a compilation of detailed tables of salaries of over 12,000 professional librarians based on data collected from ARL member libraries and analyzed by job category, years of experience, sex, minority status, size of library, and geographic region. Information on this and other ARL products and services can be found on the ARL World Wide Web site <URL:http://arl.cni.org/>.

-more-

21 Dupont Circle
Washington, D.C. 20036
202 296 2296 telephone
202 872 0884 fax

The Association of Research Libraries is a not-for-profit membership organization comprising 120 libraries of North American research institutions. Its mission is to shape and influence forces affecting the future of research libraries in the process of scholarly communication. ARL programs and services promote equitable access to, and effective use of recorded knowledge in support of teaching, research, scholarship and community service. The Association articulates the concerns of research libraries and their institutions, forges coalitions, influences information policy development, and supports innovation and improvement in research library operations. ARL operates as a forum for the exchange of ideas and as an agent for collective action. The Statistics and Measurement Program works to describe and measure the performance of research libraries and their contributions to these goals.

ARL Annual Salary Survey 1996-97 .
89 pages, pbk $65 ($35 ARL members) ISSN 0361-5669 1996
Back issues and standing orders available.

PAYMENT:

Prepayment is required (ARL members may be billed). Payment may be made by check, Visa, or Mastercard and must accompany order form. Send completed form and payment to:

ARL Publications
Department #0692
Washington, DC 20073-0692

Make check or money order payable in US funds to:
ASSOCIATION OF RESEARCH LIBRARIES
(Federal ID #52-0784198-N)

Purchase order # _____

Credit card ___MC ___Visa Exp. date ____

Acct # _____

Acct holder _____

Signature _____

☐ Establish an annual subscription

SHIPPING & HANDLING: (*per publication*)

US & Canada	___ First Class Mail	$6
	___ UPS Ground	$6
	___ UPS 2nd Day	$10
International	email <pubs@cni.org> for quote	

TOTAL QUANTITY: ____

TOTAL PRICE: ____

SHIP TO: (*UPS will not deliver to P.O. boxes*)

Name _____

Address _____

_____

_____

Phone _____

Fax _____

Email _____

# # #